



3 1761 11767298 0



Digitized by the Internet Archive
in 2023 with funding from
University of Toronto

<https://archive.org/details/31761117672980>

(35)

Lacking vol. 4, no. 1

AIMI12
- M15

35

Government
Publications



CANADA

MANPOWER REVIEW

Pacific Region

April - May - June 1971

Government of Canada
Department of Manpower and Immigration

Vol. 4 No. 2

The Manpower Consultative Service

A PRODUCT OF OUR TIMES



Automation, technological and other industrial changes frequently make it necessary for Canadian workers to participate in difficult and far-reaching adjustment programs in order to fit themselves for new conditions of employment.

In such circumstances the Manpower Consultative Service of the Department of Manpower and Immigration is available to encourage and assist labour and management in the development of manpower adjustment programs.

The Manpower Consultative Service is based on the concept that government, labour and management must co-ordinate their efforts in applying both private and public measures to solve manpower adjustment problems.

An effective manpower adjustment program, planned well in advance, paves the way to a new working arrangement and ensures that the transition will be made with a minimum of discomfort for both employers and employees.

Department of Manpower and Immigration

PACIFIC MANPOWER REVIEW

Foreword

APRIL — MAY — JUNE 1971

The Manpower Information and Analysis Branch, Department of Manpower and Immigration, Pacific Region

Comments or requests for additional copies or material making certain changes should be sent to:

NATIONAL BUREAU

DEPARTMENT OF MANPOWER AND IMMIGRATION

100 WEST BROAD STREET

VANCOUVER 1, BRITISH COLUMBIA

L. L. Clark
District Director

E. L. Young
Regional Director

Department of Manpower and Immigration
Manpower Information and Analysis Branch
Pacific Regional Office

Foreword

The **Pacific Manpower Review** is published quarterly by the Manpower Information and Analysis Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

REGIONAL ECONOMIST,
DEPARTMENT OF MANPOWER AND IMMIGRATION,
1155 WEST PENDER STREET,
VANCOUVER 1, BRITISH COLUMBIA.

L. S. McGill
Director General

S. L. Young
Regional Economist

TABLE OF CONTENTS

THE LABOUR MARKET	3
Employment and Unemployment	3
Population and Labour Force	6
Client Registrations and Vacancies	8
 DISTRICT DEVELOPMENTS	 11
Metro Vancouver District	11
Vancouver Island District	13
Okanagan-Kootenay District	15
North-Central District	18
CMC Whitehorse	21
 THE COAST LOGGING INDUSTRY	 23
 STATISTICAL INDEX	 29
Client Registrations	30
Labour Market by Occupation	31
Employment by Industry	33
Economic Indicators	34
 CANADA MANPOWER CENTRES	 38
 CANADA IMMIGRATION CENTRES	 39

Table 1
POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA

	April 1971	May 1971	May 1970	Change May 70/71 %
(Estimates in Thousands)				
POPULATION (14 and over)				
Men	787	790	758	+ 4.2
Women	795	797	767	+ 3.9
Total	1,582	1,587	1,525	+ 4.1
LABOUR FORCE				
Men	603	614	598	+ 2.7
Women	282	288	288	—
Total	885	902	886	+ 1.8
EMPLOYED				
Men	552	573	542	+ 5.7
Women	261	268	272	—
Total	813	841	814	+ 3.3
Non-Agriculture	790	817	793	+ 3.0
Agriculture	23	24	21	—
UNEMPLOYED				
Men	51	41	56	—26.8
Women	21	20	16	—
Total	72	61	72	—15.3
	%	%	%	
UNEMPLOYMENT RATE	8.1	6.8	8.1	—
*PARTICIPATION RATE				
Men	76.6	77.7	78.9	—
Women	35.5	36.1	37.5	—
Total	55.9	56.8	58.1	—

*Labour Force as percentage of population 14 years of age and over.

Source: The Labour Force, D.B.S., 71-001.

THE LABOUR MARKET

During the first two of the three months under review employment growth was disappointing. But between April and May there was a substantial improvement in the B.C. job situation. More jobs combined with a smaller increase in the size of the labour force led to less unemployment in the province. Though the steady decline in the seasonally adjusted rate of unemployment was interrupted in March and April, it has now been resumed. The May 1971 rate, 6.8 percent, was the lowest for thirteen months. However, this still left 61,000 people unemployed and seeking work.

Employment and Unemployment

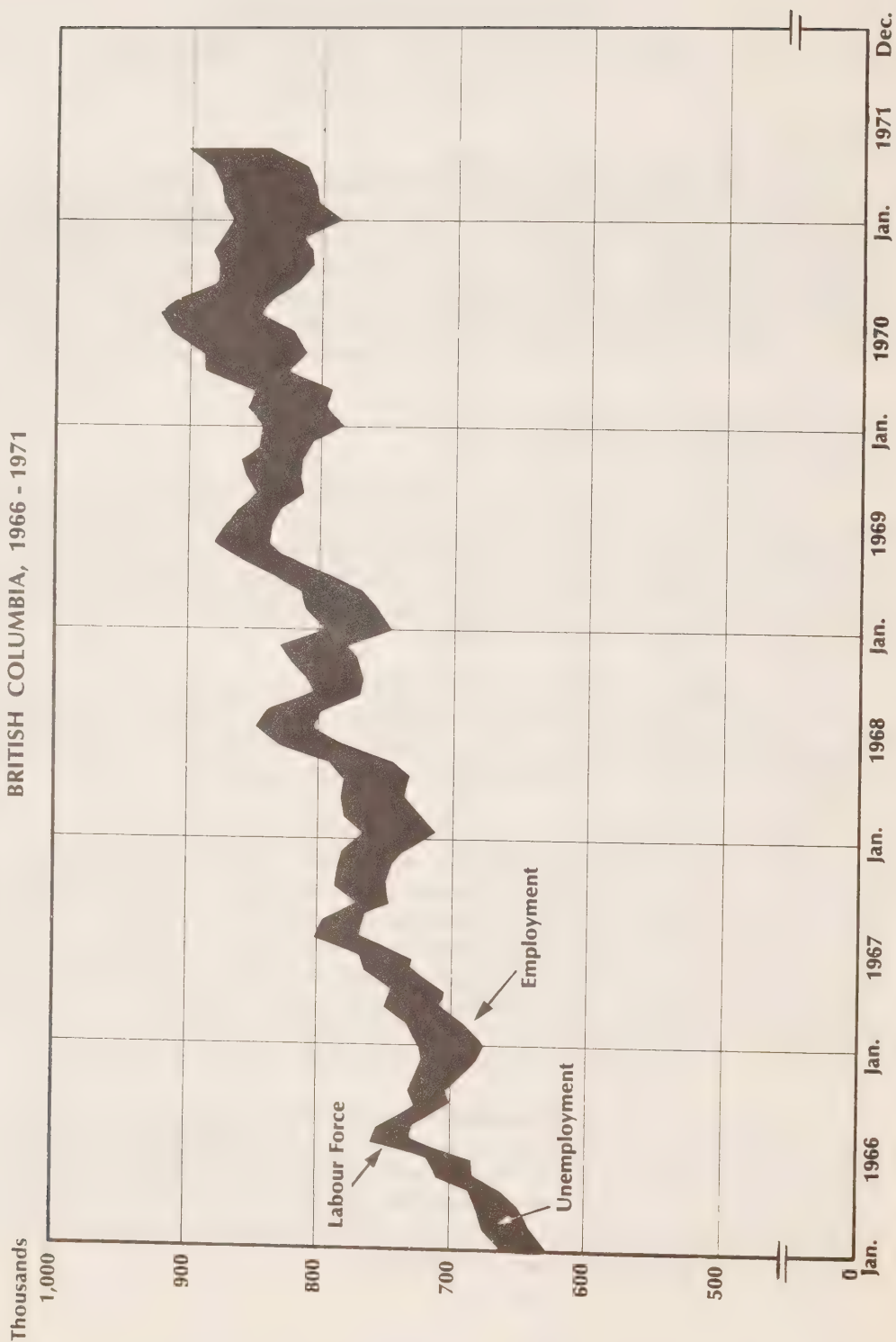
Employment in British Columbia increased in May by 28,000 (3.4 per cent). During the same month the labour force grew by only 17,000 (1.9 per cent) so there was a moderate reduction in the number of people without jobs and looking for work. The pick up in employment in May was by far the largest month-to-month gain since last July when the economy was recovering from the effect of labour disputes and experiencing its normal summer expansion.

Most comparisons between this May and the same month of 1970 are somewhat distorted by the widespread effects of industrial disputes in the spring of last year. However, as compared with a year ago, the May labour force was 16,000 larger and employment was up by 27,000 while unemployment is down by 11,000.

With respect to both the previous month and the previous year, May employment showed the largest gains in construction and public administration, the latter being largely the temporary effect of the census. Manufacturing employment was almost 14 per cent ahead of May 1970 but the increase since April 1971 was quite small. All major industry groups appear to be contributing to the higher employment but the month-to-month gain in community, business and personal services was only marginal. Employment in services is now substantially lower than a year ago. As this single industry group accounts for one quarter of all employment, only modest gains in the total number of jobs can be expected until employment in this important group recovers.

As is usual at this time of year when outside work is expanding rapidly, men benefited more than women from the seasonal improvement in work opportunities. In May the number of women working was 1.5 per cent lower than in the same month of 1970 whereas male employment was 5.7 per cent higher. The decline in services employment and the rather small gains in retail trade are probably the reasons for the relatively low current level of female employment.

CHART 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA, 1966 - 1971

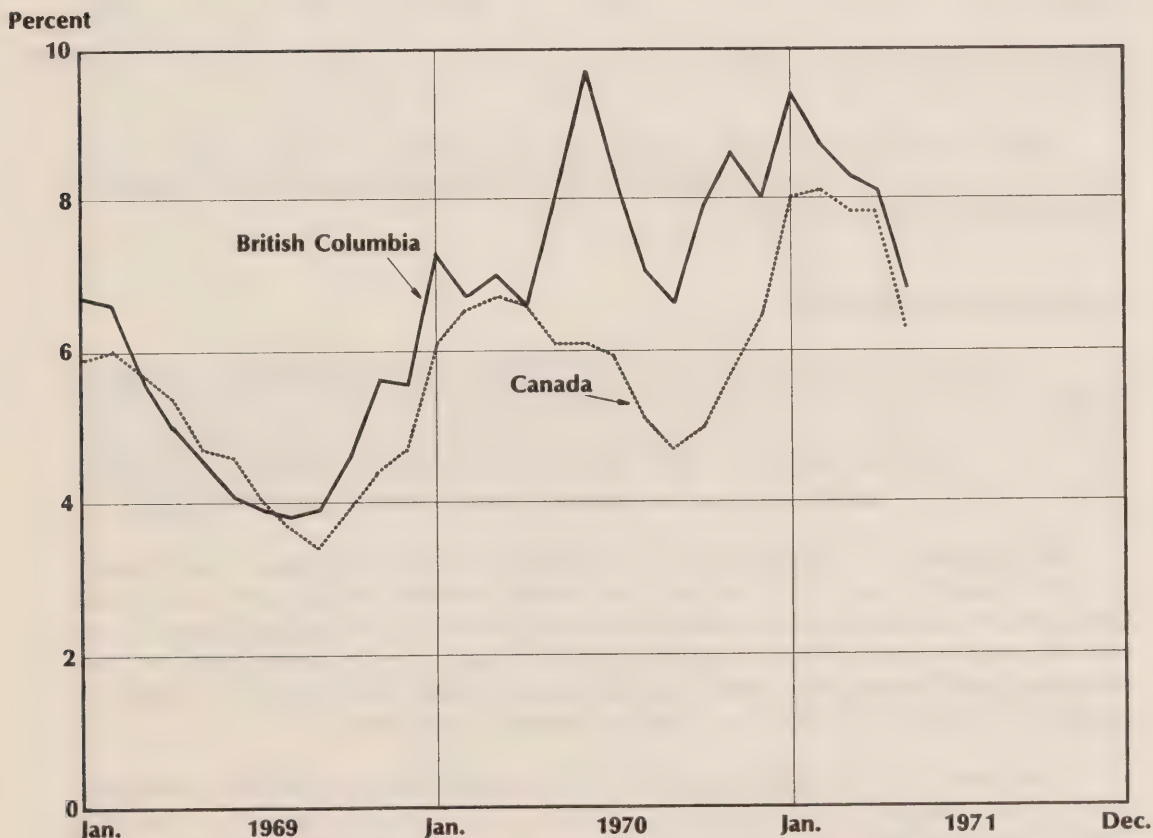


Source: The Labour Force, D.B.S., 71-001.

The total number of people without jobs and looking for work in British Columbia has fallen each month since January, the worst month of the winter, when the total reached 82,000. By May the number was reduced to 61,000 while the unemployment rate has fallen over the same months from 9.4 to 6.8 per cent.

It is normal, of course, for the unemployment situation to improve in the spring. What is more significant and encouraging, therefore, than the changes just mentioned is the decline in the seasonally adjusted rate. This has fallen with only two months interruption, continuously since last June. At 6.8 per cent, the seasonally adjusted unemployment rate in May was lower than it has been for thirteen months.

CHART 2
UNEMPLOYMENT RATES
CANADA AND BRITISH COLUMBIA, 1969 - 1971



Source: The Labour Force, D.B.S., 71-001.

By comparison with the national seasonally adjusted unemployment and the rates of the individual regions the improvement in British Columbia has been both larger and of longer duration. This is to be expected because the B.C. unemployment rate was very high last spring as it was aggravated by the widespread effects of industrial disputes.

Table 2
UNEMPLOYMENT RATES — CANADA AND REGIONS

	May 1971 %	April 1971 %	March 1971 %	May 1970 %
Canada	6.3	7.8	7.8	6.1
Atlantic	7.7	11.6	10.9	6.6
Quebec	8.2	10.0	10.1	8.6
Ontario	5.4	6.5	6.1	4.2
Prairies	4.1	5.4	5.9	4.5
Pacific	6.8	8.1	8.3	8.1

Source: The Labour Force, D.B.S., 71-001.

Current unemployment rates across Canada are shown in Table 2 and a comparison of unemployment in British Columbia with the national average over the past two years appear in Charts 2 and 3.

Population and Labour Force

In April the B.C. population reached 2,190,000. This represents an increase of 62,000 or 2.9 per cent in the previous twelve months. Although there have been slight variations from year to year, population growth in British Columbia has averaged more than 3 per cent a year since the 1966 census. By June 1, the date of this year's census, the total number of people living in the provinces had probably passed 2,200,000.

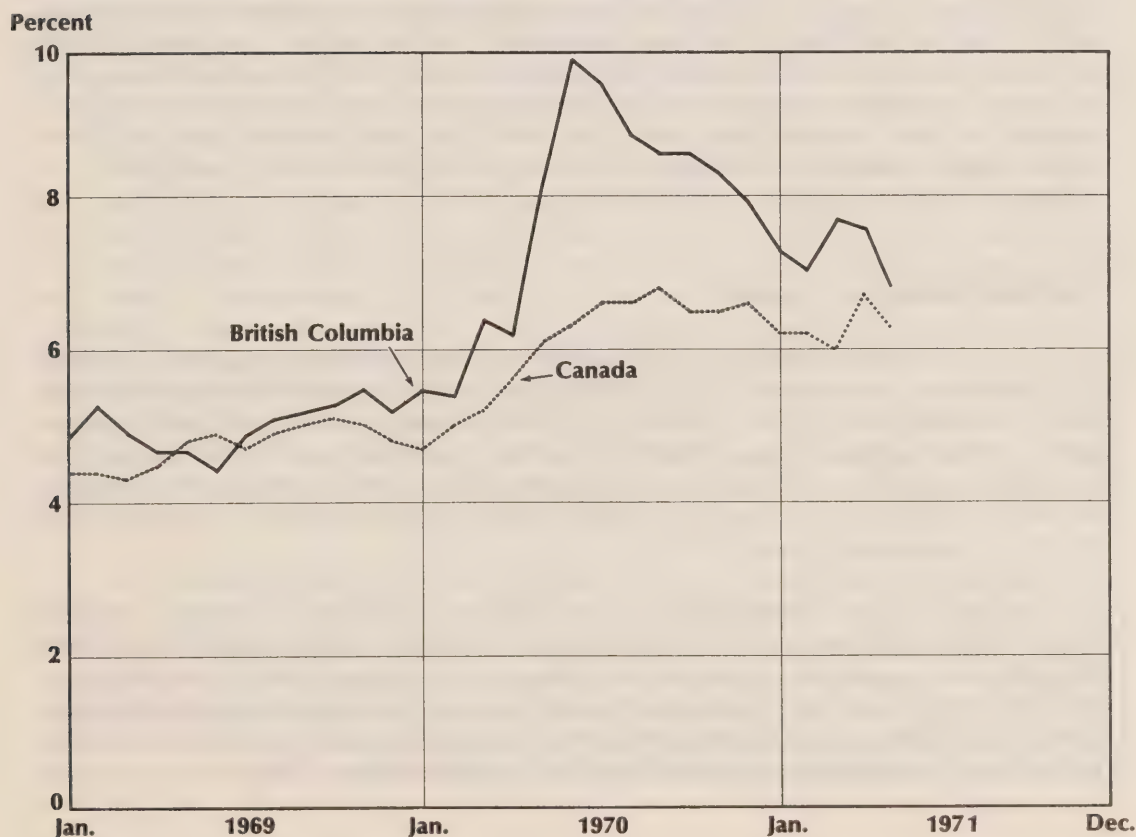
The population of 14 years of age and over, from which the labour force is drawn, has been growing faster than the total population. Between 1966 and 1971 total population growth was about 16.9 per cent whereas population of 14 and over grew 23.5 per cent. Because the proportion of people over 14 actually in the work force has been increasing until recently the rate of labour force growth has been even faster. It reached 27.5 per cent in the five years between the censuses.

These rates of increase are about twice the national average and they are significantly above Ontario and Alberta, the provinces next to British Columbia in terms of growth. However of all the Canadian provinces, British Columbia has the second low-

est birth rate and the third highest death rate. These B.C. rates reflect the age composition of the province. Together they produce the lowest rate of national increase in Canada. The high B.C. rate of population and labour force growth depend, therefore, on the province's attractiveness to outsiders.

This has meant that annual changes in the B.C. population and labour force have been quite responsive to economic conditions in the province, and also in the provinces and countries from which people come. Periods of high unemployment in British Columbia have usually been followed by periods of low in-migration. In 1961 and 1962, the last years of high unemployment comparable to 1970 and 1971, the flow of people to the province almost dried up.

CHART 3
UNEMPLOYMENT RATES, SEASONALLY ADJUSTED
CANADA AND BRITISH COLUMBIA, 1969 - 1971



Source: The Labour Force, D.B.S., 71-001.

In the last five years in-migration has been somewhat variable but continuously high. For two years after 1966, when it reached 63,000, in-migration fell. It then picked up to 53,000 in 1969 and fell again in 1970 to 43,000. Even this figure for 1970 is relatively high. If the quarterly intercensal population estimates are correct, it appears that migration to the province in the first three months of this year was ahead of last year. Certainly immigration was maintained at the 1970 level and the numbers of families with children receiving family allowances was down only slightly. But there are indications that the flow of other people (single people, childless couples, and retired couples) is considerably lower in the first quarter of this year.

Although increases in total population have an obvious effect on the size of the labour force, changes in the participation rate (the proportion of those over 14 actually in the labour force) can also have a large effect. The B.C. participation rate went up rapidly for several years when jobs were easy to find and people were drawn into the labour force. Now that the growth of employment has weakened, the reverse process is in operation and people have withdrawn from the labour force. Since last summer the overall participation has been lower each month than in the same month a year earlier.

In May 1971 the B.C. participation rate was only 56.8 per cent, down 1.3 percentage points from May 1970. There has been an almost equal decline in participation by both men and women. But by age, considerable differences have occurred. In the youngest age group, 14 to 19, participation rates this year have been almost 5 percentage points lower than a year ago. In the next age group, 20 to 24, the declines in participation in recent months have been fairly small. For older workers there has been relatively little change in participation and those of prime working age, 25 to 44, showed an increase in most months this year.

Client Registrations and Vacancies

Current statistics at both CMC and regional levels provide an inventory of skills to fill employer requirements. The classification by occupation of registered clients without employment and the number of registered vacancies by type of job furnish a useful source of information on employment trends and shifts within the various occupational categories. Also, significant differences between the demand for workers and labour supply as represented by registration may be examined. The most recent statistics available are for May 1971.

The total of client registrations in May 1971 was 63,653 (40,198 men and 23,455 women). This total represented only a marginal reduction from the previous month although there is usually a marked decline from April to May. It was, however, 5 per cent lower than a year earlier. But by the previous May the effects of labour disputes in British Columbia were becoming evident in higher unemployment and increased registrations. Registrations by individual CMC are reported on Table A-1.

The steady increase in the number of registered vacancies, which has more than doubled to 4,253 since the beginning of the current year, reflects the availability of additional job opportunities. There was an increase of 25 per cent from April 1971 and a 42 per cent increase from May 1970. The ratio of registered clients to vacancies has decreased steadily from 31 to 1 in January to 15 to 1 for May 1971 indicating considerable improvement. Information regarding vacancies for men and women separately is no longer available.

While the continuing decline in the number of male registered clients indicates a strengthening of the employment situation for men, there has been a lack of job openings for women and a steady rise in the number of female clients registered. Since January 1971 the number of male registrants has declined almost 12 per cent to a total of 40,198 in May while the number of female clients has increased by 15 per cent to 23,455. Similarly when compared to last May, there was a decline in male registrations of 10 per cent and an increase in female registrants of 12 per cent.

The largest increases for vacancies, up over 40 per cent from a year ago, occurred in the service and structural work groups and were shared by all Districts throughout the region. Vacancies for maids, waiters and waitresses, and skilled construction workers represented the increased demand. Qualified motor vehicle and heavy duty mechanics and repairmen were required in the Interior and Vancouver Island Districts. In the professional, technical, and managerial group an oversupply of recent university graduates in most disciplines plus a high degree of selectivity on the part of employers resulted in virtually no change in vacancies from a month or a year earlier.

The pattern of shifts in client registrations varies from the overall regional trend in certain Districts. Female registrations declined 5 per cent from April 1971 in the Okanagan-Kootenay district with smaller numbers of clients in both the clerical-sales and service groups. In Metro Vancouver the reduction in the number of male clients was offset by the increase in the number of female clients. Registrants increased by one-third in the structural work group for the North Central District. The largest increase in female registrations occurred in the Vancouver Island District. These were one third higher than in May 1970 while male registrants increased by only 4 per cent, mainly in the clerical sales and services groups. Total male registrations were almost 10 per cent higher than last year in the North Central district; increases were confined to the machine trades and structural work groups but many clients in these categories lack the proper qualifications and skills required for tradesmen.

The percentage distribution by occupational group of registered clients and total vacancies are shown in Charts A-1 and A-2. No major changes have occurred in the distribution of total registered clients. However, it is noteworthy that the structural work group has fallen from a 20 per cent share of the total in February to 16 per cent in May; this reflects the general pickup in the construction industry. Again, with the industry employment being predominantly male, the percentage of male clients declined to 26 per cent in May from a high of 30 per cent in February.

While over three quarters of all female clients are registered in the clerical-sales and service groups the share of each has declined slightly, from over one half in January to 47 per cent for clerical-sales and from over 30 to 27 per cent in May for services. With the reduction of job opportunities in the two categories, a larger percentage of the women registered have no specific occupational group reported.

DISTRICT DEVELOPMENTS

Metro Vancouver District

Preliminary results of the second quarter for Metro Vancouver, although somewhat disappointing in employment terms, did contain some evidence of an upturn. The situation is considerably better than a year ago when a large proportion of the area's labour force was then involved in industrial disputes. In this regard, at least, it was relatively quiet during the second quarter of 1971.

Growth is still modest and there exists a noticeable variation in employment activity between industries. Construction employment continues to grow at an increasing rate while parts of the manufacturing and service sectors shows fluctuations and even declines. Vacancies registered with Canada Manpower Centres during May this year were only slightly above the total for the month of April last year and about the same as in May of 1969.

Manufacturing employment improved only slightly during the second quarter, largely as a result of increases in the metal fabricating and the machinery and transportation equipment industries. The structural steel fabricators are operating near full capacity. These improvements were, however, mostly offset by the low level of activity in food and beverage, plywood, and paper plants.

Expanded production at one truck manufacturing plant created vacancies for assemblers, welders, painters, and sheet metal men. But these vacancies were easily filled from the large supply of qualified workers. Shingle mills operated at near full capacity levels which resulted in some excess demand for sawyers. Sawmill and planing mill hirings were not expanded but replacement needs provided a limited number of job opportunities. The plywood plants and pulp mills, however, are still operating at low levels of production. One plywood plant recently announced a two-week closure that will idle about 700 workers in July because of excessive inventories resulting from poor export markets. A similar situation faces the area's pulp and paper industry.

Construction, as expected, has been the most successful sector in terms of employment growth. There was a good response to the stimulus given to housing through a lower mortgage rate, but starts so far this year, though greater than in 1970, remain lower than in the comparable period of 1969. Vacancy rates are increasing but the emerging surplus of rental accommodation is expected to be of short duration. A considerable amount of commercial construction is planned for the city of Vancouver. This consists of several large office buildings, hotels, major department stores, and various community facilities. A great deal of this work is already underway.

Some variations in employment levels exist among the different trades employed by the industry but as building progresses the demand for particular trades will increase. Among such trades are electricians, plumbers, and all of the interior finishing tradesmen. As the pool of well qualified workers becomes depleted, the continuing demand expected should result in more job opportunities for many of the less highly qualified tradesmen who are now unemployed and registered with Canada Manpower Centres in the area. Further evidence of the continuing improvement in construction employment is the greater demand for architects and architectural draftsmen and for heating and ventilating draftsmen. A few vacancies also developed in the second quarter for junior draftsmen, but surpluses remain in all of the drafting occupations.

Retail trade, severely affected by reduced income levels over the past several months, began to expand in the quarter. Department store sales are already above 1970 and are approaching the more desirable levels of 1969. Much of the recent hiring, however, followed the industry trend towards greater use of part time staff. Many department store clerks now regularly work about half a normal forty hour week.

Employment expansion in the service sector during the second quarter was very small compared to other years, and this was unexpected. Poor weather and its effect on the tourist industry partly accounts for the low level of demand in the service sector in the early part of the period. At the end of May many clients in food and beverage preparation and serving occupations were registered with CMCs and by the beginning of June the number of vacancies began to increase. Among other personal service occupations such as hairdressers, housekeepers, nurses aides and pressers the situation was somewhat better. Shortages of well qualified workers willing to work at the current rates of pay were becoming evident towards the end of the quarter.

Among the other important sectors, transportation, communication and other utilities showed good employment gains during the quarter. But finance, insurance and real estate only maintained the past year's slow employment growth trend. Seasonal increases in agriculture and logging were evident but these were not sufficient to absorb the available manpower supply.

So far the resumption of growth does not appear to have had a significant affect on unemployment. Despite an increase in vacancies during the period, large surpluses of manpower remain which are spread over all occupational groups. Almost 650 more clients were registered for employment in Metro Vancouver at the end of May than at the end of April. Of the total, about 65 per cent were male. Almost half of those registered were under the age of 24 and another third were between 25 and 44.

Vancouver Island District

The past three months have witnessed a slow but steady improvement in employment conditions throughout the Vancouver Island District. While client registrations were higher than for the corresponding period of 1970, the number of place-

ments which have been made has kept virtual pace with the increase in registrations. At the same time, the number of job vacancies which have reported to District CMCs has grown more than proportionately. This suggests that, after a first quarter perhaps only marginally better than that of 1970, the District can anticipate somewhat more favourable levels of employment throughout the remainder of the year.

The forest industry, in both logging and secondary manufacturing, faces a period of unsettled conditions. Logging got off to a late start in most parts of Vancouver Island, primarily because of the heavy snowfall of last winter, holding back the normal seasonal increase in logging employment for some weeks, but by mid-May virtually all the major employers and the majority of small operators were up to normal crew size and volume of production. By the beginning of June shortages were apparent in virtually all skilled occupations, especially fallers, experienced grapple loader operators, and heavy duty mechanics with logging experience.

Despite the increasingly evident improvement in the Canadian economy, world markets for forest products are not currently strong and a number of producers have announced shut-downs and lay-offs to reduce inventories. The Tahsis mill at Gold River will cease operations for approximately four weeks. Some 325 men will be affected but some of these will be used to assist in routine maintenance operations. Rayonier is closing its logging operations for at least three and perhaps six weeks, involving some 600 hourly-paid workers. At Ocean Falls, Crown Zellerbach has shut down a paper machine involving a crew of perhaps 85 men; its start-up is not scheduled earlier than September. The B.C. Forest Products mill at Crofton has indicated a probable shut down in mid-June; here some 450 men could be involved. However the MacMillan-Bloedel mill at Harmac will maintain current production levels, storing surplus inventory if need be. But it is noteworthy that this mill will be hiring less than half its normal number of students for summer relief. Most sawmills throughout the District are at normal crew levels and are operating close to full capacity. The MacMillan-Bloedel plant at Port Alberni plans to shut down for two weeks in July for holidays and planned maintenance.

The level of employment in agriculture remains at no better than seasonal levels. The spring flower crop in Victoria was a good one despite weather conditions and some 200 people found short-term temporary employment picking daffodils. A potentially serious situation involving the strawberry crop was satisfactorily resolved. As a result the numbers of students and others who will be able to find some form of seasonal employment in berry picking is not adversely affected.

The mining industry in the District remains dominated by the Island Copper operation at Port Hardy, now in the late stages of construction prior to the commencement of stockpiling of ore later this year. The buildup of permanent personnel was delayed about a month from its original mid-March commencement owing to lack of on-site electricity. Difficulty is being experienced in finding fully qualified journeymen electricians, heavy duty mechanics, experienced shovel operators, and drillers although unskilled labourers are in good supply.

It now appears evident that the Vancouver Island District is beginning to benefit from the general upswing in construction activity. There are indications that, with easier monetary conditions and interest rates, the level of activity on the Island will be about the same as that of 1969, generally considered a "good year." While the District is not experiencing the shortages of skilled construction and building workers prevalent in other areas of the province, CMCs are reporting declining numbers of construction workers registered as seeking employment. It is possible that some shortages will develop as the season progresses. Construction projects are widely spread in most parts of the Island but it is significant that almost all are either residential or public works such as schools, hospitals, utilities, or roads.

The trade sector of the District economy has also begun to demonstrate signs of better employment levels as the consumer now appears to be spending more of his disposable income than has been the case in recent months. The higher activity in construction has led to a greater volume of sales in the area of consumer durables and most large department stores throughout the District are now pleased with their sales forecasts for the remainder of the year. In addition, there appears to have been a somewhat earlier start to the tourist season this year, and this has helped to boost sales volumes. As a consequence the heavy surplus of client registrations has eased somewhat, particularly for experienced sales ladies.

The community, business and personal services is also more active than has been the case in recent months. The average number of employment vacancies for the three-month period ending in May 1971 is up almost 5 per cent over the equivalent figure for this time last year. The centennial celebrations appear to have attracted significantly more tourists and most businesses which are connected with the hospitality industry anticipate a good year. Advance bookings thus far are running substantially ahead of last year.

Specific shortages which have been reported in recent weeks include life insurance salesmen, building supply sales personnel, and automobile sales personnel. At the beginning of June Vancouver Island CMCs were reporting persistent shortages in the following occupational categories: nurses at Port Alberni, sales personnel at Campbell River, auto mechanics at Campbell River and Powell River, heavy duty mechanics at Port Alberni and Campbell River, and dental technicians at Victoria.

Okanagan-Kootenay District

A continued high level of activity in lumber manufacturing, further substantial gains in construction, increased hiring by all levels of government, and the seasonal pick-up in catering and hospitality led employment growth in the District during the second quarter of 1971. The number of vacancies listed by employers with Canada Manpower Centres during April and May was well above the total for the same two months in 1969 and 1970. This suggests a marked improvement in the volume of hiring during the current year.

Lumber manufacturing plants continued the buildup of their work force which got underway towards the end of the previous quarter, hiring approximately 400 between April and June. Recruiting by Boundary Forest Products for their renovated plants at Grand Forks and Midway and by Northwood Mills for their new small-wood mills at Princeton and Okanagan Falls were the largest contributors to this increase. By the end of June most mills in the District were operating two shifts. It is expected that another 200-300 workers will be hired during the next few months following completion of rebuilding and renovation programs at several other mills.

Veneer and plywood plants maintained steady production during the quarter in spite of depressed market conditions which curtailed output on the Coast. An estimated 150 employees will be taken on by District firms by late fall, largely in the Vernon and Golden areas. Production and employment have remained relatively steady at the District's three pulp mills and no change is looked for during the next quarter.

Above normal snowfall during the past winter and cool spring weather extended the annual break-up period well into June in many areas. However, logging crews were generally back at full strength by mid-June and a further increase in the work force is expected during the summer and fall.

The March upturn in construction activity accelerated during the second quarter. Over 1,500 workers were hired for major projects alone in the Kamloops, Ashcroft, Revelstoke, Fernie, and Princeton areas. In addition there was a general buildup of employment on smaller jobs. Construction of a new \$11 million sawmill by K.P. Wood Products Ltd. at Vavenby, north of Kamloops, got underway during the quarter. Work also started on numerous smaller projects. The value of residential permits issued in the District's main centres has averaged almost \$5 million per month since March, up almost 25 per cent from the corresponding period in 1970. Substantial growth has taken place in the Kelowna and Kamloops areas as reflected in the monthly number of new dwelling units constructed since March, 125 and 75 respectively.

A further substantial buildup in both the residential and non-residential construction work force is expected to occur during the third quarter, particularly at major projects in the Kamloops, Ashcroft, Cranbrook, and Fernie areas. More workers will also be needed at Penticton, Vernon, Trail, and Nelson if proposed new development proceed according to plan. Plans for a \$27 million expansion by Bethlehem Copper at their mine in the Highland Valley could also get underway during the second half of 1971. This would also require several hundred workers.

Approximately 200 men were added to the District's mining work force between April and June. Recruiting for Lornex's open-pit copper mine southwest of Kamloops and the Fording Coal development north of Sparwood provided the main sources of employment growth. A further gradual buildup of crews is expected during the second half of the year. Exploration crews were also augmented during the period as is normal at this time of the year.

Placid Oil should be commencing production by fall at their open-pit copper mine near Cranbrook and Greyhound Milling may resume operations at their mine near Greenwood. However, these gains will be largely offset by the projected closure of two long established producing mines, Cominco's Bluebell silver-lead-zinc mine at Riondel and Bralorne's gold mine west of Lillooet. There are also indications that Red Mountain Mines, an open pit molybdenum operation near Rossland, may shut down in August.

British Columbia's first school for miners opened at Rossland in June. The four-month course is designed to meet present and expected shortages of trained personnel. It will be repeated three times each year. The school is being sponsored by the Department of Manpower and Immigration in co-operation with the Mining Association of British Columbia. Canada Manpower is handling all recruiting for the program and applicants should apply to their nearest CMC.

Gains in manufacturing employment, exclusive of the forest industry were concentrated in the transportation equipment and beverage sectors. Mobile home and trailer plants at Penticton gradually increased their work force during the quarter and recruiting continued at Kelowna for the new Hiram Walker Distillery scheduled to open in June, initially with a staff of approximately 200. A substantial increase in the manufacturing work force should occur during the summer and fall months. Mobile home plants in Penticton are expected to take on almost 300 more workers by September.

The agriculture work force expanded only slightly during the spring and early summer. The expansion was confined largely to the Kamloops and Okanagan areas. However a sharp increase in seasonal farm labour employment is expected to commence at the end of June as cherry picking gets underway in the south Okanagan. Fruit and vegetable processing establishments at Penticton and Kelowna will be hiring approximately 500 seasonal workers. Preliminary forecasts indicate that as compared with last year, the apple crop will be down by 15 to 20 per cent whereas a slightly better harvest of peaches, pears, and cherries is expected. Seasonal peaks for farm labour in the Okanagan are projected for mid-July and for the latter half of both August and September. Packing houses will be hiring seasonal workers to handle the tree fruit harvest. An estimated 1,500 employees will be needed over and above the 300 on company payrolls at the end of May.

Hiring in the service-producing sector rose sharply during the period under review. The overall level of employment in the service sectors was substantially higher than for the second quarter of 1970. This reflected the seasonal upturn in travel and trade even though tourist activity fell below expectations at several centres, probably because of poor weather. Recruiting of personnel for the census provided short-term employment for several hundred persons during May and June. Re-opening of the army cadet camp at Vernon also created 200 summer jobs for local residents. A further buildup in employment can be expected to occur during the summer, particularly in catering and hospitality occupations associated with tourism. Expansion of a motor hotel and the opening of two new restaurants at Kamloops will create over 100 new jobs for local residents. New establishments are also projected for various other centres in the District.

Increased activity forecast for the construction, forest, and travel industries should stimulate hiring by retail outlets and generate additional employment in the transportation and the finance, insurance and real estate industries. The tight cash position of Okanagan tree fruit growers should ease as proceeds from sales of the balance of last year's crop are received; this in turn should further impetus to growth in the service-producing industries.

Expansion in employment since the end of March was more than sufficient to absorb the influx of post-secondary students who joined the labour force during May. The number of clients registered for employment at Manpower Centres in the District at the end of May totalled 11,248, down 12 per cent from March, and over 20 per cent from May 1970. The significant reduction in client registrations in structural and mechanical occupations can be attributed to the current high level of activity prevalent in the construction industry. Almost 1,200 vacancies were listed at CMCs in the District at the end of May, nearly double the March total and well above the number outstanding one year ago. As would be expected, demand rose for workers in construction, lumber manufacturing, and catering and hospitality occupations.

The shortage of construction and mechanical tradesmen intensified appreciably between March and June. Occupations in short supply for over 30 days with numerous unfilled vacancies as of June 1 included carpenters at Kamloops, heavy duty mechanics at Cranbrook, and engineering equipment mechanics and electricians at Fernie. Vacancies for registered nurses, experienced secretaries and stenographers, life insurance and automobile salesmen, licensed hairdressers, cooks and waitresses, saw filers, and underground coal miners were also quite prevalent throughout the District adding to the growing number of persistent shortages.

Increased manpower requirements for the construction and forest industries during the last half of 1971 will further aggravate the tight situation currently prevailing for skilled tradesmen in these sectors, particularly at Kamloops, Cranbrook, and Fernie and to a lesser extent at other centres in the District. Demand for cooks, waitresses and licensed hairdressers will probably intensify during the summer months when tourist activity reaches its peak for the year. The return of students to classes can also be expected to create a temporary shortage for farm labour and for waitresses and related help during September, particularly at Penticton and Kelowna.

North-Central District

Employment in the North-Central District increased substantially during the latter part of the period under review, led by gains in manufacturing, construction, and in most of the service industries. Smaller gains also occurred in the primary industries, although these were mainly of short duration. So far, however, unemployment has not fallen as much as the increase in the number of people at work because of higher levels of female labour force participation and sustained in-migration.

Further strong employment gains are looked for during the third quarter although several labour market imbalances are likely to remain. The inability of the local economy to absorb the influx of unskilled transient workers, many of them attracted by news of an active construction season, will probably continue as a major problem. This will offset much of the reduction in unemployment which would otherwise result from the anticipated gains in employment. A second local problem is long-term shortages evident in certain occupations, particularly persistent shortages of qualified and experienced pulp mill and sawmill millwrights, heavy duty and automobile mechanics, and automobile body repairmen. Lumber graders also remain in short supply, although the situation is less acute than it was two years ago. Other trades in persistent shortage are welder-fitters, electricians, instrument mechanics, and maintenance pipefitters.

In the professional categories, hospital expansion in the more remote areas has created a temporary shortage of nurses, due primarily to the reluctance of many nurses to work in isolated areas. In the service and clerical occupations, cosmetologists and hairdressers remain in shortage. An inadequate supply of fully qualified secretaries and stenographers is a continuing problem, particularly in legal firms where higher skills are required. Seasonal shortages of various culinary occupations and of waitresses and chambermaids have also re-emerged with the return of the tourist season. In most of the occupations listed above, surpluses of job applicants exist but many do not meet employer requirements for skill, experience, or formal qualification.

During the past quarter the primary industries showed the lightest employment gains. A normal seasonal upturn in agriculture was accompanied by light gains in forestry and a relatively static level of employment in the mining industry. In forestry, the Red Rock nursery of the B.C. Forest Service hired 200 seasonal workers at the end of April for a six to eight week period; logging on the north coast moved somewhat closer to capacity operation; and the early lifting of road bans in the central interior provided some stimulus to logging although this year's extreme fire hazard held back much of the potential gain. However, forest fires did cause a large number of short-term jobs and in the middle of May there were 767 men working on the fire lines in Prince George Forest District alone. In outlook, the forestry sector should show further employment gains through the summer. Occupational shortages for logging personnel have been limited so far to rubber-tired skidder operators and log loader operators in the Prince Rupert-Terrace areas. But Eurocan Pulp and Paper has not yet resumed operations in the Burns Lake area and a shortage of equipment mechanics is anticipated when they do.

In the mining sector, employment has shown a very mild upturn although this is relatively insignificant in the total picture. Both Granduc Mines and B.C. Molybdenum have been hiring through their Vancouver offices and are currently searching the labour market for underground miners, heavy duty mechanics, and electricians. In addition some of the larger oil rigs were starting back to work in the north-eastern section of the District by the end of May. This generated a light demand for service hands.

Although the current situation is fairly stable, the medium-term outlook for min-

ing suggests particularly rapid employment growth. New mines coming into production before the end of 1972 will create approximately 1,000 new jobs. Gibraltar Mines, with a present staff of about 30, will be hiring tradesmen in August for their mill start-up at McLeese Lake in June of 1972; Noranda Mines Bell Copper operation on Babine Lake is progressing on schedule, also for a 1972 start-up; and a recent announcement by Nadina Mines and Bralorne Canfer Resources indicates that the Owen Lake property south-west of Houston will now be readied for production. The existing Bralorne mine at Lillooet will be closed and approximately 150 staff transferred to the new Owen Lake mine site. Other local mining developments include the recently announced expansion of Granisle Copper's milling capacity on Babine Lake, scheduled for completion in 1972. Brameda Resources have yet to release information on current progress at the Sukunka Creek coal property but it is felt that limited production, employing perhaps 200 persons, may be underway at the site by the end of 1972.

In the secondary industries, construction employment made some initial gains during the second quarter in anticipation of a particularly heavy season and manufacturing ended the quarter on a strong note after experiencing mixed conditions during the period. Inventory adjustments in the pulp and paper industry caused several short-term closures which affected over 2,000 pulp mill jobs at various times during the review period. These temporary layoffs reflected the nation-wide malaise in pulp and newsprint caused by weak market demand. But with signs of an upturn in sight it is expected that most of the local disruptions will be over once Northwood Pulp and Prince George recalls its 325 employees in July. Currently, pulp mill millwrights are in short supply and Columbia Cellulose at Prince Rupert still has vacancies for qualified instrument mechanics and pipe-fitters.

In the other two manufacturing sectors showing market weakness, plywood and aluminum, conditions are mixed. The aluminum smelter at Kitimat has been operating with 300 fewer employees than full operation would require and no employment upturn is in sight. But poor prices in plywood markets have not yet produced the layoffs that occurred in other parts of the province. However, a prolonged market slowdown could well result in some plywood layoffs.

These weaknesses in manufacturing have been more than offset by gains in other sectors. In particular, lumber manufacturing has recovered from the sharp disruptions caused by the box-car shortage at the beginning of the quarter and several plants are now moving to three-shift operations in anticipation of further gains in lumber prices. Despite the closure of the Prince Rupert sawmill which has now continued for more than a year, a small layoff at a shake mill in Terrace, and other temporary layoffs caused by sawmill fires, employment gains outweigh the losses by a considerable margin.

In the construction sector, relatively slow conditions in the Terrace and Prince Rupert areas will be more than offset by what may turn out to be record levels of activity in other parts of the District. The two major mine sites at McLeese Lake and Babine Lake will provide employment for a total of about 850 construction workers this summer. The combined work force on the pulp mill projects at Quesnel and Mac-

Kenzie is expected to peak at about 1,000 men. And pipeline looping in the area between Williams Lake and the Pine Pass should employ approximately 400. These major projects alone account for a manpower buildup of around 2,300 in the District's construction industry.

In addition there are a large number of smaller industrial, commercial, and residential projects. Among these, expansion of housing and community facilities at MacKenzie, Granisle, Williams Lake, Quesnel, and Fort Nelson provide the more dramatic examples of growth induced by major industrial developments. With these numerous projects on hand, shortages of construction trades, already beginning to emerge, will be severe by July. In particular, the local supply of carpenters is already fully employed and the available supply of painters, plasterers and bricklayers' helpers is beginning to fall short of demand.

In the service industries, short-term hiring of summer help by the three levels of government provided a large part of the sector's overall employment growth. Community, business and personal services have experienced some preliminary activity generated by hirings in the hotel and restaurant trade. Good short-order cooks are becoming scarce at out-of-town locations along the main tourist routes. A similar though lighter upturn has also occurred in the trade sector while employment in finance, insurance, and real estate has remained static. Normally, employment in the service industries reaches its annual peak somewhat later in the year than the other industry groups. But with the rather strong conditions emerging in the basic industries, service industry gains through the third quarter are likely to be sharper and earlier than the experience of previous years.

CMC Whitehorse

With the local economy moving into the normal summer pattern labour market activity increased sharply during the period under review. Labour usually becomes more mobile at this time of year with transients moving for the summer and persons who have been employed in the area during the winter moving out. So far, new jobs and replacement hirings have been sufficient to absorb the net inflow of labour and the overall level of unemployment appears to be declining.

The current improvement derives from greater activity in the construction and service sectors. Of the major construction projects slated for this summer, 120 men are currently employed in the building of mine, mill, and townsite facilities at the nickel-copper property of the Hudson's Bay Mining and Smelting Company near Quill Creek. This \$10 million project is scheduled for production by September. At Faro, the townsite of Anvil Mining's operation, a \$2.7 million construction program is now underway involving 73 family dwelling units, a shopping centre, and a hotel complex. Most of this program is also scheduled for completion by the end of 1971. In highway construction, a \$3 million contract was recently awarded for a 43 mile extension of the Dempster Highway toward Fort McPherson. Smaller projects, including a new Y.M.C.A. build-

ing in Whitehorse and several highway maintenance contracts, will provide added stimulus to the construction sector. However, the supply of skilled and semi-skilled workers available locally is good and no shortages are expected this summer.

In the trade and service sectors, some concern is being voiced by local hotel and motel operators at the increasing use of camper vehicles and trailers which are reducing the demand for board and lodging. But so far this year staffing demands for female cooks, waitresses, and chambermaids have been normal for the season and some labour shortages have emerged, particularly for experienced cooks. A stronger demand for labour is looked for in these two sectors during the third quarter as the full impact of tourism exerts its influence on retail sales and on the demand for food and accommodation. However labour shortages in these sectors are not expected to be severe.

The major development in the transport sector during the past quarter was the announcement that the Transportation Division of Cassiar Asbestos will be phased out by September of this year and fibres produced at the Cassiar mine in northern British Columbia will be transported by White Pass and Yukon route. Although some of the drivers now employed at Cassiar will be absorbed by White Pass, several may become surplus.

In the mining sector, the current improvement in metal markets appears to have produced more optimistic expectations. Several large mining companies are engaged in active exploration and development programs. As noted above, the highlight of the metal mining sector is the preparation of the Hudson's Bay Mining and Smelting property for production in September. The underground mine and 600-ton mill are expected to employ about 120 men when in operation. Senior positions will be filled by transfer from other operations of the company and there should be little difficulty in recruiting the remaining employees locally. Both mines of Cassiar Asbestos, at Cassiar and Clinton Creek, are expected to increase their output this year. This increase in production together with generally more favourable market conditions in the metals sector may cause a re-emergence of shortages of equipment operators and mechanical repair occupations. Such shortages of highly skilled occupations occur frequently in the Territory.

In summary, a normal seasonal upturn during the second quarter has maintained the growth performance of the area at a high level and an active summer is looked for in the labour markets. Despite this, extensive occupational shortages are not anticipated although some difficulties may be experienced in filling vacancies for highly skilled mechanical occupations and experienced cooks.

THE COAST LOGGING INDUSTRY

Technological Development and Employment Change

During the past decade logging production in the B.C. Coast region has increased by one-half while employment has hardly changed at all. The introduction of new methods and machinery required large capital expenditures and led to much larger output per employee. This substantial increase in productivity occurred even though logging sites have moved to higher elevations and rougher terrain which usually causes more difficult transportation problems than ten years ago.

The development of new logging methods and equipment on the Coast where large trees and mountainous country are typical, has been influenced by the trend of labour and total costs. These developments combined with a different climate, structure of industry, and markets have led to the evolution of a forest industry on the Coast quite distinct from that in the Interior of the province. Until quite recently there had been virtually no changes in the falling and bucking of trees apart from the introduction of the power saw. Major developments in logging were concentrated on the movement of the trees from where they lay after falling to the dump and to the mill site. An aspect of logging which has assumed increasing importance in recent years is forest management.

The development of increasingly powerful equipment and more sophisticated logging methods has had a continuous influence on the work force in the industry and on work practices. As a result, those working in logging are now far more skilled than previously and unskilled work relying mainly on physical strength has been almost totally eliminated. A study by one large B.C. company showed that fewer than three per cent of the jobs in their logging operations were in the unskilled category.

Apart from size, three very different types of logging operation exist. First, there are the commuter camps which, as the name implies, allow the employees to live in a nearby community and commute back and forth to work in their own car or a company vehicle. Second, there is the semi-isolated camp close enough to home to make regular visits practicable. Crews live in, but return home for week-ends or for pre-determined time off (for example, four days off after ten days work). The third type, which is becoming increasingly rare, is the remote isolated camp where crews remain as long as work continues or for long intervals. The commuter camp is typically found close to communities such as Squamish, Port Alberni, or Campbell River. The semi-isolated camps are found mainly on the west coast of Vancouver Island and north of Powell River and the isolated camps are mainly along the northern coastal areas of the province.

The development of air transportation and the extension of the road network, particularly on Vancouver Island, have had a great effect on the type of logging operations. Fewer remote camps and more commuter camps are to be found. The improvement in living conditions combined with the steadily increasing requirement for work-

ers with more skill has led to a great change in the type of person attracted to logging. Many of the larger camp-type operations are now providing married quarters or encouraging "instant towns" to enable the crew to live with their families. This not only overcomes some of the disadvantages of this type of operation, but also permits a longer working season. Both of these factors assist the company in maintaining a productive work force and a high level of production by helping to reduce turnover.

Loggers today are more interested in job security than formerly and the transient logger who changes employer several times a year is disappearing. An indication of this interest is the seniority clause in the master agreement between the companies and the International Woodworkers of America. This clause has not only reduced turnover but has also permitted the beginning of an orderly training program. The desire for job security and stability has prompted many loggers to seek work with companies having longer and more consistent periods of employment.

But despite attempts to extend the logging season and reduce seasonal fluctuations employment remains quite variable, primarily because of weather, markets, and strikes. It is normally at its lowest in January and highest in May. This peak is caused by the need to replenish log inventories and the desire to hedge against any interruption of operations by fire closures. A second employment peak usually occurs in October as log inventories are built up for the winter. However considerable variation in the monthly employment pattern can occur from year to year depending upon the weather (especially the severity of winter and the dryness of summer) and upon market conditions.

Logging is an activity which is not well covered by published employment statistics. The latest available annual report from the Dominion Bureau of Statistics estimates 1968 employment at 12,389 on the Coast. A somewhat higher figure for the same year, 14,300, is contained in a very useful report* published by the provincial government. Other private estimates have set the figure at closer to 10,000. These differences arise from different concepts and definitions of the industry and from the difficulty of expressing variable weekly and monthly employment as an annual figure. Monthly employment data for the whole province indicates a moderate increase from 1968 to 1969 and then a decline in 1970. Whatever the actual level of Coast logging employment in 1968, employment in 1970 was probably 3 or 4 per cent higher on average. However, in the early months of 1971 it was below the same months of 1970.

The outlook for employment in logging on the Coast depends primarily upon the future of markets for forest products and on cost and productivity trends in the industry. Probable market demands suggest that roundwood requirements may grow by about 15 per cent over the next five years. However, despite the improvements in productivity during the post-war period, considerable potential for further improvement still remains. This is partly because logging is essentially a man-paced rather than a machine-paced activity. As a result of this potential no significant change is expected in the total number of men employed in logging on the Coast between now

* "The Logging Labour Force in British Columbia (Coast Region)" Research Branch, B.C. Department of Labour, March 1969.

and 1975. But there may be considerable changes in the composition of the work force and in the requirements of workers. Since the size of the work force is not expected to change much, new employees will mainly be needed to replace those who leave the industry or retire. While statistical confirmation is not readily available it is generally believed that the average age of the logging work force is increasing significantly.

Although there has been a steady improvement in productivity which is expected to continue, the introduction of new machinery and the accompanying changes in methods is usually a fairly gradual process in logging. The cost of major equipment means that operators can seldom justify the replacement of their present machinery if it is still economically useable. As a result there is normally a time lag between the introduction of new machinery and its widespread use in the woods.

Employment in logging can be divided into two main categories, those directly involved in harvesting and moving trees (production) and those engaged in supporting activities (other). Production employees declined slightly in the sixties and in 1968 accounted for 59 per cent of the total while other employees accounted for the remaining 41 per cent. As might be expected from increased mechanization and longer and more elaborate road systems, there was an increase in the percentage of the work force engaged in supporting activities. This was, however, quite small as the increases in road building and maintenance and in shop crews were partly offset by fewer camp personnel.

The table below shows a further percentage breakdown of employment in 1968 into sub-categories:

Production Employees:		Other Employees:	
falling and bucking	12	road building and maintenance	12
yarding and skidding	25	shop crew	12
loading	6	support (camp)	3
hauling	8	technical (forestry)	4
unloading and booming	8	administrative & clerical	10
	<u>59%</u>		<u>41%</u>

Employment changes in the next five years will probably affect the production category most significantly. This category can be expected to continue its declining trend as a proportion of the total which suggests an actual reduction in the size of the production work force by 1975. There would be a corresponding rise in the size of the work force in the non-production category if total employment remains at about the present level.

Among the production sub-categories, all are expected to show decreases rather than increases except for the faller-bucker and hauling occupations. Although mechanical tree cutters(tree shears) are being introduced, their widespread use on the Coast has been limited by their inability to cope with the steep terrain and large trees. Hauling occupations have remained relatively constant as a percentage of the total in the

last decade. The increase in the number of log truck drivers will probably be limited by greater use of tandem hauling and pre-load trailers but more dispatchers will be required for co-ordinating movement of trucks.

Yarding and skidding (the movement of logs from the stump to the landing for loading) require about one quarter of the production work force and this is not expected to change much. The initial replacement of the wooden spar by the mobile steel-spar yarder has almost eliminated some of the highly skilled occupations associated with rigging while the use of portable radio transmitters has largely eliminated signalmen occupations. Grapple yarding and the increasing use of rubber-tired skidders are also reducing the number of relatively unskilled jobs like chokerman and chaser. But modern yarding and skidding equipment is requiring more highly trained and experienced operators.

Loading, unloading, and booming, the three remaining production sub-categories are all expected to show continuing reductions and substantial changes in the actual occupations as new equipment becomes more widely established. The widespread use of the dozer boat has greatly speeded up booming operations and reduced the number of the least skilled occupations. Further changes in booming will occur as dryland sorting of logs, well established in the Interior, becomes more common on the Coast.

Of the non-production occupations, considerable changes are expected in the two biggest sub-categories, road building and maintenance and shop crew. Both are expected to increase as the trends mentioned on the previous page continue. Increasing mechanization and the use of more sophisticated equipment in all aspects of logging means increased maintenance crews who must be more highly skilled. Occupations related to the maintenance and servicing of equipment have, therefore, shown substantial gains and are likely to increase in the future. But occupations concerned with general camp maintenance, and with the maintenance of simpler equipment now disappearing, have shown percentage declines. Examples are camp carpenter, sled builder, or bridgeman. Of all non-production occupations, the one showing the largest increase is heavy duty mechanic.

The support occupations have already declined with the reduction in the number and size of camps and this decline should be continued. Administrative and clerical occupations are expected to increase slightly. The largest increases, both percentage-wise and in absolute terms, are expected in technical (forestry) occupations. The centralization of some of these activities by the larger companies may affect their organization but a considerable increase in numbers seems assured.

The increasing complexity of modern logging equipment makes training of more importance than formerly. And the reduced turnover associated with greater stability of employment makes it more feasible. Considerable efforts are now being devoted to the training and development of the logging labour force. Many companies now devote time and effort to the training of their own employees and the provincial and federal governments have supported these company efforts by providing additional resources.

The government agencies primarily involved are the B.C. Department of Labour and Education and the Department of Manpower and Immigration.

Perhaps four different training situations can be identified. First is entry training for new workers joining the industry. This is accomplished by the basic logging course offered at three of the vocational schools (Nanaimo, Prince George, and Kelowna) and by the development of career orientation. Second is the need for constant upgrading imposed by changing technology. This affects the existing work force and is provided mainly through training conducted by the companies and government agencies working in co-operation. A third type of training is that required quite simply to make a worker more effective at whatever job he is doing. The fourth occasion for training is the requirement triggered by the normal promotion opportunities.

Strong interest in and support for training has been shown by the union. The master agreement between the I.W.A. and the forest companies now recognizes the need for training. Provision for training is now being found more frequently in collective agreements.

However, despite the real advances to date, there remains a long way to go. The road ahead will challenge the three parties involved, the union, the companies, and government. But if the B.C. forest industry is to maintain its present leading position in world markets the logging work force must be kept fully productive and well trained.

STATISTICAL APPENDIX

LABOUR MARKET BY OCCUPATION

- Client Registrations
- Vacancies Registered

EMPLOYMENT BY INDUSTRY

INDUSTRY INDICATORS

- General Economic
- Forestry
- Construction
- Mining
- Trade

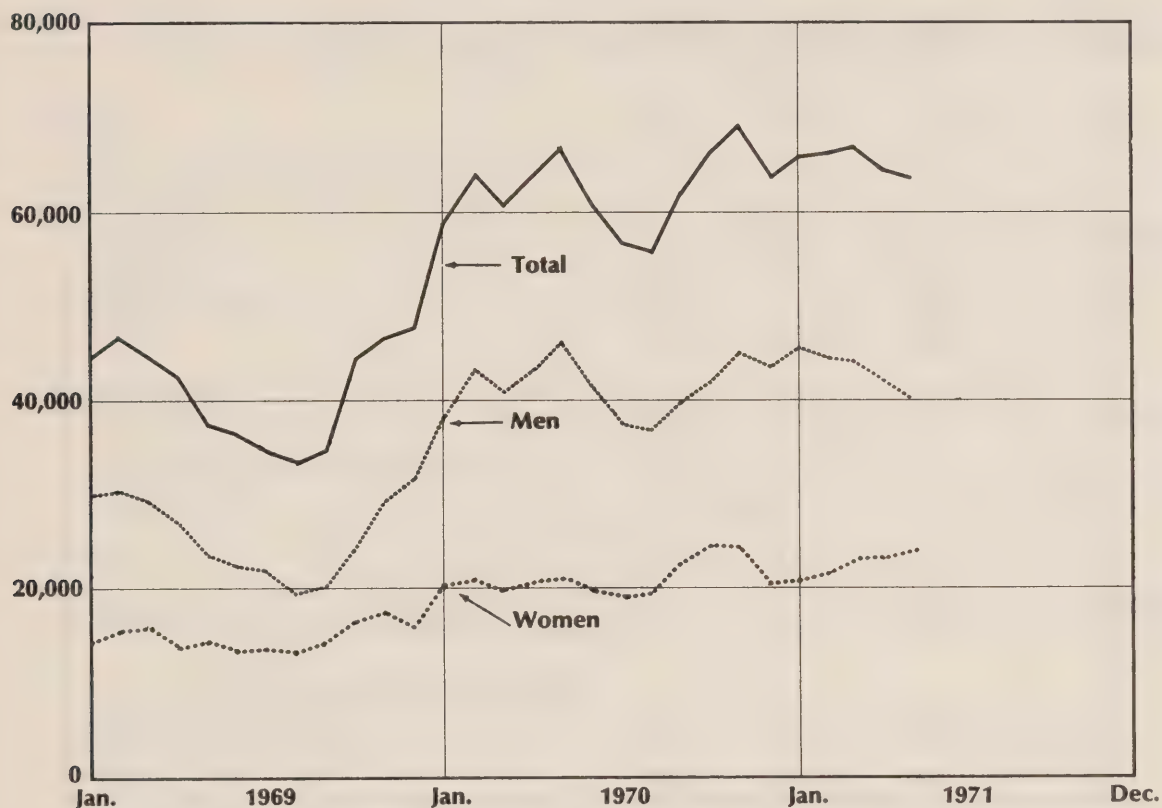
Table A-1
REGISTERED CLIENTS WITHOUT EMPLOYMENT
BY CANADA MANPOWER CENTRE
PACIFIC REGION, MAY 1971 (MONTH-END)

CMC Area	Clients	CMC Area	Clients
Abbotsford	1,087	Port Alberni	1,005
Campbell River	1,019	Powell River	696
Chilliwack	2,450	Prince George	2,401
Courtenay	1,386	Prince Rupert	638
Cranbrook	1,679	Quesnel	1,098
Dawson Creek	768	Terrace	1,185
Fort St. John	1,270	Trail	1,514
Kamloops	2,200	Vancouver Metro	28,619
Kelowna	1,648	Vernon	1,616
Nanaimo	1,863	Victoria	5,794
Nelson	1,593	Whitehorse	573
Penticton	998	Williams Lake	553

Note: Care must be exercised in the use and interpretation of the operational data from Canada Manpower Centres. Statistics on the number of persons registered at CMCs do not constitute an adequate measure of the number of unemployed. The only official measure of unemployment and of the rate of unemployment is from the Labour Force Survey conducted by the Dominion Bureau of Statistics.

Source: Department of Manpower and Immigration.

Chart A-1
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION, 1969 - 1971



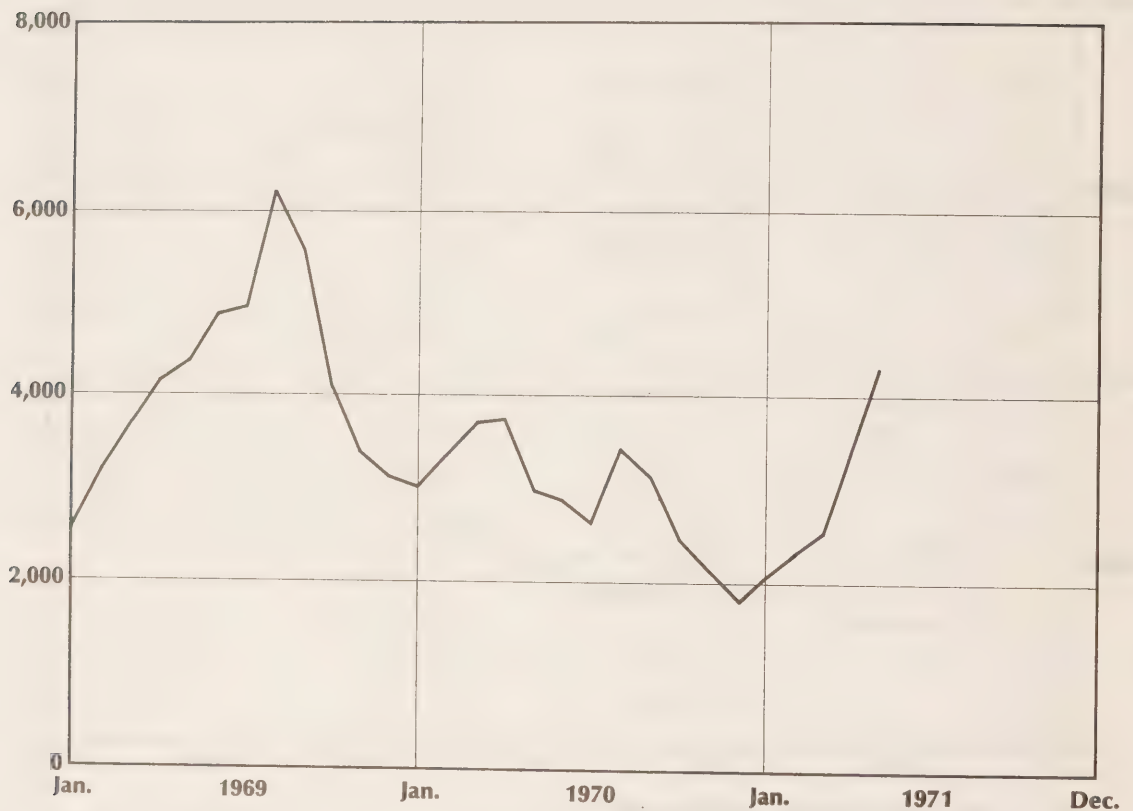
Source: Department of Manpower and Immigration.

MAY 1971 (MONTH-END)

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	3,946	9.8	1,167	5.0
Clerical-Sales	3,731	9.3	11,059	47.2
Services	4,047	10.1	6,531	27.9
Farming, Fishing, Forestry and Related	745	1.9	82	0.3
Processing	594	1.5	180	0.8
Machine Trades	2,920	7.3	57	0.2
Bench Work	516	1.3	375	1.6
Structural Work	10,278	25.5	2	—
Miscellaneous	8,844	21.9	831	3.5
Not Specified	4,577	11.4	3,171	13.5
Total	40,198	100.0	23,455	100.0

Source: Department of Manpower and Immigration.

Chart A-2
MONTH-END VACANCIES
PACIFIC REGION, 1969 - 1971



Source: Department of Manpower and Immigration.

MAY 1971 (MONTH-END)

	Total Vacancies	
	Number	%
Professional, Technical and Managerial	430	10.1
Clerical-Sales	1,173	27.6
Services	1,162	27.3
Farming, Fishing, Forestry and Related	74	1.7
Processing	45	1.1
Machine Trades	334	7.9
Bench Work	112	2.6
Structural Work	376	8.8
Miscellaneous	547	12.9
Total	4,253	100.0

Source: Department of Manpower and Immigration.

Table A-2
EMPLOYEES BY INDUSTRY — BRITISH COLUMBIA

	January 1971 (P) (Estimates in Thousands)	December 1970	January 1970	Change January 70/71 %
Forestry	18.3	17.3	20.0	— 8.5
Mines, Quarries and Oil Wells	11.5	11.4	11.3	+ 1.8
Manufacturing				
Durables	74.4	73.4	78.9	— 5.7
Non-Durables	51.1	51.5	51.4	— 0.6
Total	125.5	124.9	130.3	— 3.7
Construction	30.0	30.2	35.9	— 16.4
Transportation, Communication, and Other Utilities	81.4	84.8	80.0	+ 1.8
Trade	111.9	119.8	115.6	— 3.2
Finance, Insurance, and Real Estate	31.6	31.4	31.2	+ 1.3
Community, Business and Personal Services				
Commercial Sector	82.1	82.9	83.0	— 1.1
Non-Commercial Sector	114.3	113.4	107.2	+ 6.6
Total	196.4	196.3	190.2	+ 3.3
Public Administration and Defence*	40.0	39.9	40.4	— 1.0
Total (Specified Industries)**	646.6	656.0	654.9	— 1.3

(P) Preliminary

* Defence excludes noncivilian employees

** There is a substantial difference between the total in Table A-2 above and the labour force estimate of total employed shown in Table 1. Apart from the difference in the months reported, the main difference is one of concept. The table above, as the title implies, is limited to **employees** whereas the estimate of total employed in Table 1 includes all persons who had a job, both employees and **others**. In addition, Table A-2 above excludes those in the fishing and trapping industry and the labour force estimate includes them.

Source: Estimates of Employees by Province and Industry, D.B.S., 72-008.

Table A-3
GENERAL ECONOMIC INDICATORS — BRITISH COLUMBIA

	Unit	Latest Month	Amount	Percent Change	
				Previous Month	Latest Month 70/71
*EARNINGS AND HOURS WORKED					
Wages and Salaries	\$ per week	January	143.04	+ 2.6	+ 6.1
Average Earnings	\$ per hour	March	3.95	+ 0.5	+ 7.9
Average Hours	Number	March	37.3	+ 1.1	- 0.3
PRODUCTION					
Value of Factory Shipments	\$'000	March	308,800	+ 9.6	- 5.4
Lumber Sawm	M.f.b.m.	March	794,700	+ 17.1	+ 17.7
Paper Production	Tons	February	157,900	- 2.5	+ 1.3
Pulp Production	Tons	February	416,900	+ 7.6	+ 2.2
Fish Landed	\$'000	April	1,181	+ 293.1	+ 4.5
INTERNAL TRADE					
Retail Sales	\$'000	March	261,518	+ 16.8	+ 6.5
Electric Power	Million kwh	March	2,517	+ 10.3	+ 6.1
Sales of Life Insurance	\$'000	January	6,176	- 26.2	+ 0.8
Gasoline Consumed	'000 gal	February	42,300	+ 3.2	+ 5.5
Tourist Permits	Number	April	74,418	+ 12.0	+ 16.5
CONSTRUCTION					
Building Permits	\$'000	March	50,656	+ 2.4	+ 26.1
Housing Starts	Units	April	1,693	- 2.1	+ 40.0
Housing Completions	Units	April	741	- 42.7	- 54.7
EXTERNAL TRADE					
Exports through B.C. Ports	\$'000	January	196,400	- 0.9	- 24.6
Imports through B.C. Ports	\$'000	February	77,100	- 15.2	- 21.6
INDEXES					
Vancouver Consumer Price Index	Index	April	126.1	+ 0.3	+ 2.4
B.C. Index of Employment (Industrial Composite)	Index	January	133.6	- 3.1	- 2.7

*Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

Source: Dominion Bureau of Statistics, Ottawa.
Bureau of Economics and Statistics, Victoria.

Table A-4
ECONOMIC INDICATORS — B.C. FOREST INDUSTRY

	Unit	Latest Month	Amount	Change 70/71 %	Year to Date Amount	Change 70/71 %
PRODUCTION						
Timber Scaled	M.cu.ft.	March	185,300	— 10.9	458,400	— 11.7
Lumber Sawn	M.f.b.m.	March	794,700	+ 17.7	2,058,900	+ 5.6
Plywood Production	M.sq.ft. $\frac{3}{8}$ "	January	150,638	— 12.2	150,638	— 12.2
Paper Production	Tons	February	157,900	+ 1.3	319,900	+ 4.7
Pulp Production	Tons	February	416,900	+ 2.2	804,500	—
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	January	147.09	— 4.7		
Saw, Shingle and Planing Mills	\$ per week	January	150.65	+ 11.6		
Veneer and Plywood Mills	\$ per week	January	140.99	+ 1.4		
Pulp and Paper Mills	\$ per week	January	186.15	+ 6.1		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	January	3.86	+ 10.3		
Veneer and Plywood Mills	\$ per hour	January	3.90	+ 9.6		
Pulp and Paper Mills	\$ per hour	January	4.47	+ 7.5		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	January	37.4	+ 1.6		
Veneer and Plywood Mills	Hours	January	34.5	— 6.5		
Pulp and Paper Mills	Hours	January	39.4	— 1.5		
EMPLOYMENT INDEX (1961=100)						
Forestry	Index	January	101.5	— 13.0		
Saw, Shingle and Planing Mills	Index	January	111.8	+ 2.9		
Veneer and Plywood Mills	Index	January	115.3	— 6.6		
Pulp and Paper Mills	Index	January	166.6	+ 3.5		

Source: Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
Man-Hours and Hourly Earnings, D.B.S., 72-003.
Bureau of Statistics, Victoria.

Table A-5
ECONOMIC INDICATORS — B.C. CONSTRUCTION

	Unit	Latest Month	Amount	Latest Month Change 70/71 %	Amount	Year to Date Change 70/71 %
Building Permits	\$'000	March	50,656	+26.1	132,604	+ 6.5
Housing Starts	Units	April	1,693	+40.0	6,077	+11.0
Housing Completions	Units	April	741	-54.7	4,842	-28.6
AVERAGE WAGES AND SALARIES						
Building	\$ per week	January	185.60	- 2.0		
Engineering	\$ per week	January	212.13	+14.1		
AVERAGE EARNINGS						
Building	\$ per hour	January	5.63	+ 5.2		
Engineering	\$ per hour	January	5.42	+ 8.4		
AVERAGE WEEKLY HOURS						
Building	Hours	January	32.5	- 9.0		
Engineering	Hours	January	38.0	+ 6.1		
EMPLOYMENT INDEX (1961=100)						
Building	Index	January	162.4	-15.4		
Engineering	Index	January	65.6	- 9.3		

Source: Building Permits, D.B.S., 64-001.
 Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
 Man-Hours and Hourly Earnings, D.B.S., 72-003.
 Canadian Housing Statistics, C.M.H.C.

Table A-6
ECONOMIC INDICATORS — B.C. MINING INDUSTRY

	Unit	Latest Month	Amount	Latest Month Change 70/71 %	Amount	Year to Date Change 70/71 %
PRODUCTION OR SHIPMENTS						
Copper Shipments	'000 lbs	February	19,540	+41.8	40,110	+23.4
Molybdenum Shipments	'000 lbs	February	2,496	+49.6	4,804	+22.1
Lead Shipments	'000 lbs	February	20,231	+10.7	41,719	— 3.4
Zinc Shipments	'000 lbs	February	22,487	—10.5	35,022	—24.4
Crude Oil Production	'000 bbl	February	1,984	— 1.1	4,090	— 3.8
Natural Gas Production	M.cu.ft.	February	24,815	—12.5	58,842	— 3.2
*EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	January	189.41	+11.2		
Average Earnings	\$ per hour	January	4.60	+12.7		
Average Weekly Hours	Hours	January	40.6	— 0.3		
*EMPLOYMENT INDEX (1961=100)	Index	January	148.4	+ 4.6		

*Earnings and Hours Worked and the Employment Index are for mining including milling.

Source: Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
Man-Hours and Hourly Earnings, D.B.S., 72-003.

Table A-7
ECONOMIC INDICATORS — B.C. TRADE

	Unit	Latest Month	Amount	Latest Month Change 70/71 %	Amount	Year to Date Change 70/71 %
TRADE						
Exports through B.C. Ports	\$'000	January	196,400	—24.6	196,400	—24.6
Imports through B.C. Ports	\$'000	February	77,100	—21.6	168,000	—13.4
Exports through Vancouver	'000 tons	March	2,573	+64.8	6,819	+38.7
Imports through Vancouver	'000 tons	March	581	+ 3.7	1,528	— 4.3
Retail Sales	\$'000	March	261,518	+ 6.5	725,200	+ 1.1
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	January	146.08	+ 7.9		
Retail	\$ per week	January	104.19	+ 6.1		
*EMPLOYMENT INDEX (1961=100)						
Wholesale	Index	January	134.5	— 3.2		
Retail	Index	January	149.1	— 5.0		

Source: Retail Trade, D.B.S., 63-005.
Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	33827 South Fraser Way	853-1112
Ashcroft	402 Brink Street	453-2221
Burnaby	4940 Kingsway	437-3761
Campbell River	437 Tenth Avenue	287-6212
Chilliwack	115 Yale Road East	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-3397
Duncan	250 Craig Street	748-8111
Fernie	Federal Building, 27 Fifth Street	423-6621
Fort St. John	Knight Building, 10220 Mackenzie Street	785-6166
Fort Nelson	2nd Floor, Sikinni Building	774-2655
Hope	308 Wallace Street	869-5722
Houston	P.O. Box 730	845-2934
Kamloops	345 Third Avenue	372-2515
Kelowna	336 Leon Avenue	762-3018
Mission City	Corner Welton & Second Streets	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	407 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	214 Third Street	624-6231
Princeton	Bridge & Kinley Street	295-3934
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 315 First Street West	837-5106
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	545-2125
Victoria	1415 Vancouver Street	385-6711
Whitehorse	P.O. Box 1798, Federal Building	667-4238
Williams Lake	Old Federal Building, 153 Borland Street	392-4184

UNIVERSITY CMCs and STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Room 1, 729 West Hastings Street	688-4611
Vancouver	King Edward Centre, 961 West 12th Avenue	731-4614
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5511
Vancouver	Vancouver Vocational Institute, 250 West Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	P.O. Box 237, Federal Building, 104-A Avenue	782-4541
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	317 Seymour Street	372-2123
Kingsgate	Kingsgate	424-5549
Nanaimo	P.O. Box 252, Federal Building, 60 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6231
Sidney	P.O. Box 492, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	385-2467

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
-----------	---	----------

More than 350 offices across **CANADA** provide a public **Employment Service** designed to:

- Match the right person with the right job
- Help workers develop new skills to meet the demands of industry
- Assist workers in relocating in areas where their skills are needed
- Supply industry with a more productive work force
- Specialized services to the disadvantaged (in co-operation with the provinces)

*Why not get in touch with your nearest Canada Manpower Centre today?
Trained manpower counsellors can help you
or your company solve your employment
problems.*



CANADA MANPOWER CENTRE
Department of Manpower & Immigration

manpower review



Manpower
and Immigration

Main-d'œuvre
et Immigration

Pacific region



L12
115



July - August - September 1971 (Vol. 4 No. 3)

The Manpower Consultative Service

A PRODUCT OF OUR TIMES



Automation, technological and other industrial changes frequently make it necessary for Canadian workers to participate in difficult and far-reaching adjustment programs in order to fit themselves for new conditions of employment.

In such circumstances the Manpower Consultative Service of the Department of Manpower and Immigration is available to encourage and assist labour and management in the development of manpower adjustment programs.

The Manpower Consultative Service is based on the concept that government, labour and management must co-ordinate their efforts in applying both private and public measures to solve manpower adjustment problems.

An effective manpower adjustment program, planned well in advance, paves the way to a new working arrangement and ensures that the transition will be made with a minimum of discomfort for both employers and employees.

Department of Manpower and Immigration

24142-1
M5

PACIFIC MANPOWER REVIEW

JULY — AUGUST — SEPTEMBER 1971

Department of Manpower and Immigration
Manpower Information and Analysis Branch
Pacific Regional Office

Foreword

The **Pacific Manpower Review** is published quarterly by the Manpower Information and Analysis Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

REGIONAL ECONOMIST,
DEPARTMENT OF MANPOWER AND IMMIGRATION,
1444 ALBERNI STREET,
VANCOUVER 5, BRITISH COLUMBIA.

L. S. McGill
Director General

S. L. Young
Regional Economist

TABLE OF CONTENTS

THE LABOUR MARKET	3
Employment and Unemployment	3
Population and Labour Force	7
Client Registrations and Vacancies	8
 DISTRICT DEVELOPMENTS	 12
Metro Vancouver District	12
Vancouver Island District	14
Okanagan-Kootenay District	17
North-Central District	21
CMC Whitehorse	23
 STATISTICS CANADA AND YOU	 25
 STATISTICAL APPENDIX	 31
Client Registrations	32
Labour Market by Occupation	33
Employment by Industry	35
Economic Indicators	36
 CANADA MANPOWER CENTRES	 40
 CANADA IMMIGRATION CENTRES	 41

Table 1
POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA

	August 1971 (Estimates in Thousands)	July 1971	August 1970	Change August 70/71 %
POPULATION (14 and over)				
Men	798	795	766	+ 4.2
Women	804	802	775	+ 3.7
Total	1,602	1,597	1,541	+ 4.0
LABOUR FORCE				
Men	639	646	616	+ 3.7
Women	299	304	287	+ 4.2
Total	938	950	903	+ 3.9
EMPLOYED				
Men	608	609	568	+ 7.0
Women	279	282	271	—
Total	887	891	839	+ 5.7
Non-Agriculture	856	850	815	+ 5.0
Agriculture	31	40	25	—
UNEMPLOYED				
Men	31	37	48	— 35.4
Women	20	22	16	—
Total	51	59	64	— 20.3
	%	%	%	—
UNEMPLOYMENT RATE	5.4	6.2	7.1	—
*PARTICIPATION RATE				
Men	80.1	81.3	80.4	—
Women	37.2	37.9	37.0	—
Total	58.6	59.5	58.6	—

*Labour Force as percentage of population 14 years of age and over.

Source: The Labour Force, Statistics Canada, 71-001.

THE LABOUR MARKET

During the third quarter employment growth in July almost attained the peak levels of May and June, while in August employment declined slightly, typical with other years and consistent with a small drop in the labour force. People employed in August numbered 887,000 and the unemployed at 51,000 represented an actual rate of 5.4 per cent unemployed. This rate of unemployment is the lowest recorded since October of 1969. Allowing for seasonal factors the adjusted rate of unemployment in August was equivalent to May, and the lowest level attained during the year.

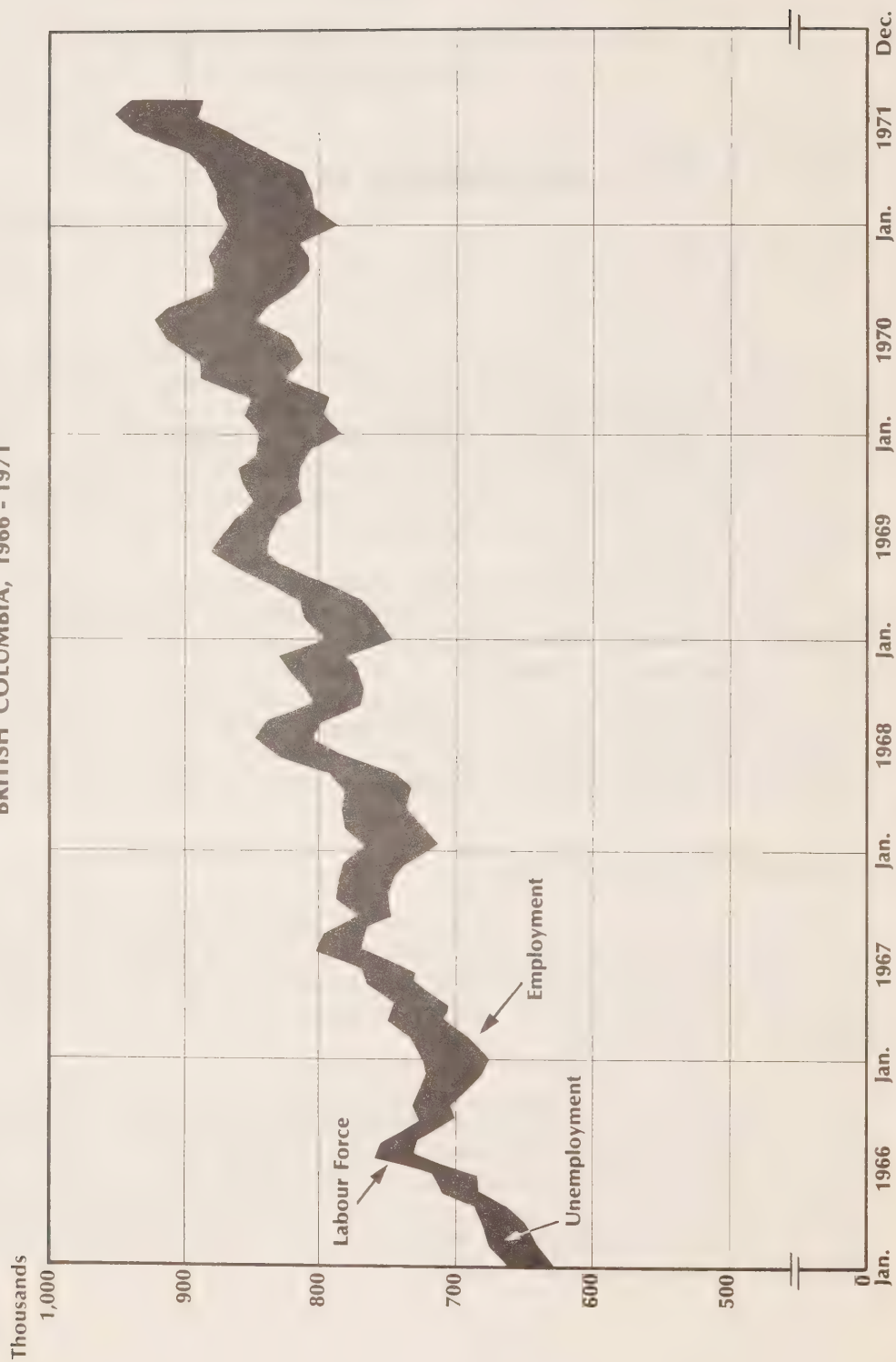
Prior to President Nixon's announcement of policy changes to stimulate the U.S. economy and in particular the 10 per cent import surcharge, forecasts of unemployment for British Columbia were for a mild improvement through the oncoming winter compared to 1970's experience. While there is no knowledge yet of lay-offs due to this new policy package, there is concern in the areas of lumber manufacturing, some metals and small manufacturing, coupled with a feeling of uncertainty in the business community. It is too soon for possible employment support measures of the federal government to be defined but certainly the previous estimate of a modest decline in unemployment through this winter is very uncertain.

Employment and Unemployment

During the first two months of the quarter employment peaked at 891,000 and after easing seasonally through August to 887,000, a gain of 20,000 was recorded during the two month period. The labour force increased 17,000 during the peak month of July but the usual number of withdrawals in August resulted in a net gain of only 5,000 over the two months.

A comparison of these gains with July and August of 1970 is overshadowed by the dispute in the construction industry that occurred during that year. Following resolution of the dispute, construction workers returned to work at the end of July but activity did not materialize to the extent expected. In 1970 the labour force peaked at 919,000 in July but the 903,000 of August was only a minor upward adjustment to June's level. However, in that two month period employment did increase by 25,000 compared to only 20,000 in the same period of 1971.

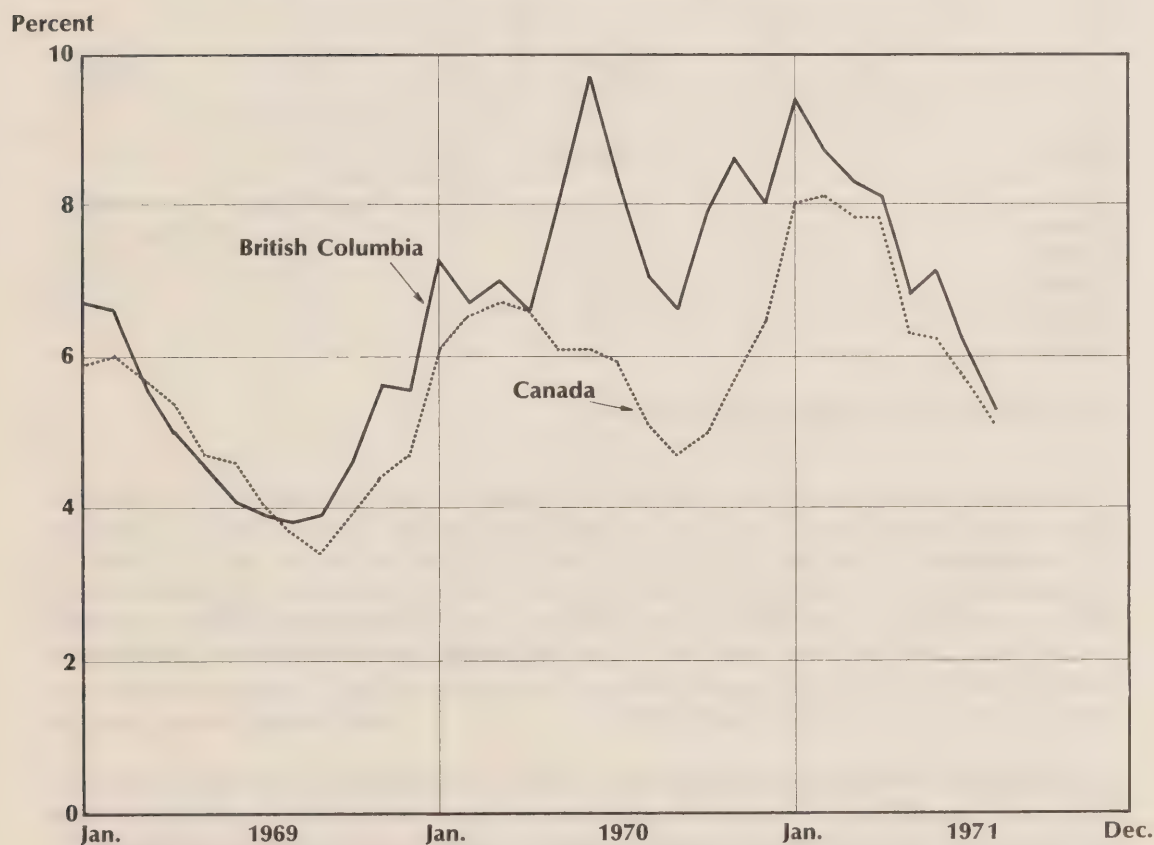
CHART 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA, 1966 - 1971



Source: The Labour Force, Statistics Canada, 71-001.

On an industry basis the employment gain over August of last year was most evident in the construction sector, with a rise in employment of nearly 40 per cent. Trade was another strong sector as employment in the wholesale component rose appreciably. Growth was also fairly substantial in finance, insurance and real estate employment. Scarcely any growth occurred in manufacturing over last August and employment in that sector remains only slightly above the 1968 level and well below that of 1969. The large community, business and personal services sector, with one quarter of total employment, accomplished only a marginal gain over last August.

CHART 2
UNEMPLOYMENT RATES
CANADA AND BRITISH COLUMBIA, 1969 - 1971



Source: The Labour Force, Statistics Canada, 71-001.

The slight drop-off in employment in August 1971 from the peak level of July was experienced chiefly in durable manufacturing, agriculture and public administration.

While out-of-door activities expanded rapidly during the summer months, one would be mildly surprised to learn that all the increase in employment during the third quarter was due to job opportunities for men. Women did not share at all in the employment increase and their participation in the labour force dropped slightly.

It is interesting to examine the share of the employment change enjoyed by the various age groups, particularly the youth groups. Except for very minor changes in all other age groups, virtually the entire gain in employment since June was taken up by the 14 - 19 group. And, as expected, labour force withdrawals of 12,000 in August were composed of this same age group, largely students.

Table 2
UNEMPLOYMENT RATES — CANADA AND REGIONS

	August 1971 %	July 1971 %	June 1971 %	August 1970 %
Canada	5.1	5.7	6.2	5.1
Atlantic	6.5	7.0	6.7	5.6
Quebec	6.7	7.3	7.8	7.1
Ontario	4.2	4.7	5.8	3.8
Prairies	3.5	4.1	3.7	3.4
Pacific	5.4	6.2	7.1	7.1

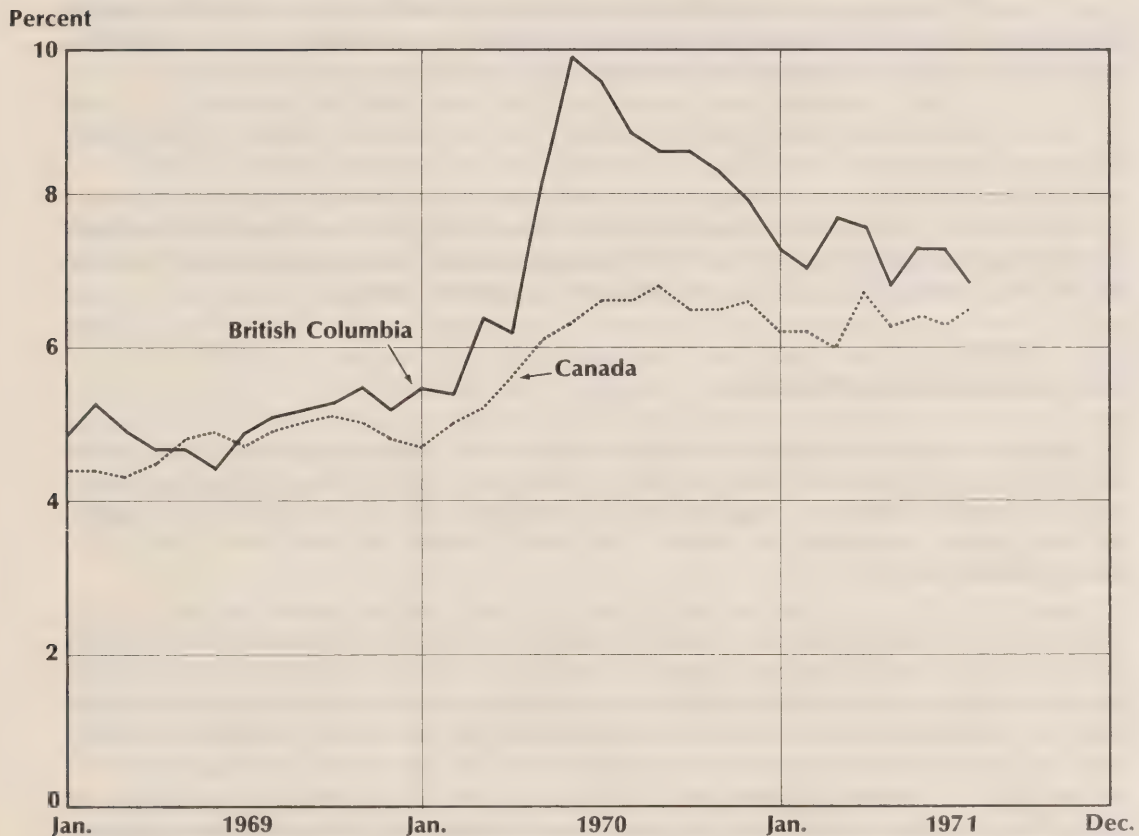
Source: The Labour Force, Statistics Canada, 71-001.

In reducing unemployment from the high levels of last January, British Columbia fared notably better than Canada as a whole. Since January, British Columbia reduced its unemployed people from 82,000 to 51,000 in August and while this is a seasonal improvement and the winter is yet to come, the drop in the actual rate from 9.4 per cent to 5.4 per cent of the labour force is a remarkable seasonal improvement. The important seasonally adjusted rate has shown some slight irregularities in its downward trend but at 6.8 per cent in August compares favourably to the 7.3 per cent of January 1971 and the 8.8 per cent of August 1970.

Nationally, while the actual rate for Canada dropped from 8.0 per cent in January 1971 to 5.1 per cent in August, the seasonally adjusted rate for August at 6.5 per cent remains, in fact, higher than the mid-summer months and above the level of last January. Many more young people joined the labour force this year and the rise could partly be explained in that many young people presumably did not withdraw from the labour market as promptly as in the last few years.

Current unemployment rates across Canada are shown in Table 2 and a comparison of unemployment in British Columbia with the national average over the past two years appears in Charts 2 and 3.

CHART 3
UNEMPLOYMENT RATES, SEASONALLY ADJUSTED
CANADA AND BRITISH COLUMBIA, 1969 - 1971



Source: The Labour Force, Statistics Canada, 71-001.

Population and Labour Force

At August the population of 14 years and over, from which the labour force is derived, stood at 1,602,000, 61,000 people more than a year ago. This represents a 4 per cent growth rate since last August and is consistent with the growth pattern over the whole of 1971 to date. Additions to the 14 years and over population through 1971 have ranged 4,000-6,000 monthly. This rate of growth is about double the national average.

Together the 14 - 19 years group and the 20 - 24 years group in August constituted 418,000 people or about 25 per cent of the population 14 years and over. These two groups vary their participation widely and hence are important elements in causes of the fluctuating levels of unemployment. Only about one third of the 14-19 years group was in the labour force for the first five months of the year but by August slightly over half of these people, chiefly students, were at work or looking for work. This means that 46,000 more young people appeared in the labour market by August. Hence the importance of special employment creating programs since obviously the economy cannot provide jobs of this magnitude in the normal course of growth.

In the 20-24 years group participation also has a fairly broad range, fluctuating about 15 per cent from winter to summer, no doubt in good part due to university students entering and leaving the labour market.

Yet of the 257,000 young people in these two labour force groups, 232,000 were working in August.

Meanwhile, participation rates for the province as a whole through the first half of 1971 were slightly reduced from 1970 and it was only in August that participation attained the level of the same month last year at 58.6 per cent.

Client Registrations and Vacancies

Indications on the supply of labour, in the form of client registrations, and some assessment of the demand for labour through vacancy orders are available in Canada Manpower Centre statistics. Aggregations of these statistics are used to determine district and regional occupational trends in the labour market. The most recent data available applies to July 1971.

In July, registered clients in the entire region without employment totalled 61,967, including 597 in the Whitehorse area. These clients included 38,650 male and 23,317 female registrants. While these registrations declined from the previous month, the trend has been upwards over the past 12 month period, nearly a 10 per cent rise. However, this increase in registrations over July 1970 is largely due to a change in reporting methods of student registrations. Student registrations accounted for almost one quarter of July clients and there has been some shift in CMC orientation towards student activity in the labour market. Registrations by individual Canada Manpower Centre are shown in Table A-1.

On a district basis Vancouver Metro Area with 33,542 clients had over half of total registrations, followed by Vancouver Island District with 11,156, the Okanagan-Kootenay 8,943 and the North-Central District 7,729.

With employment peaking in July it is not surprising that the numbers of job seekers, both male and female, declined in comparison with June. However, over the past 12 month period to July 1971 male registrations were up slightly while the number of

female registrants declined over 20 per cent. In July of 1970 a heavier than usual increase in female registrations was evident. This suggests that the industrial disputes at that time affecting male employment created pressures for women to enter the labour force in order to supplement family incomes.

The distribution of clients by occupational groups and by sex is shown in Chart A-1. All categories except processing indicated a decline for July and the student registrants increased substantially. Male registrations remain concentrated in the structural and miscellaneous occupational groups, while women are heavily concentrated in the clerical-sales and services groups. At July, women in the clerical-sales and services groups accounted for over 60 per cent of total female registrations. This is a drop of 20 per cent from the previous month and the lowest proportionate share in the past two years. However, a considerable number recorded in previous years in the clerical-sales and services categories were female students, now listed separately.

In the professional, technical and managerial group there were 4,785 registrants and 3,345 of these people, or 70 per cent, were registered and presumed living in the Vancouver Metro Area. The labour market for nurses improved since June, and there was a one third reduction in clients compared with last year. However, the situation was not so good for teachers as registrations increased substantially over June, reflecting an oversupply in the teaching field. The total of female professional, technical and managerial clients changed little from June but numbered over 25 per cent higher than a year ago, many of these recent university graduates. Changes in total male registrations from last July were only marginal but there were reductions from June 1971 registrations among surveyors, other mathematics and physical science occupations, accountants and auditors, managers and officials. A drop-off in construction planning is suggested by an increase in civil engineering clients, up 12 per cent over June.

Females registered for clerical-sales positions decreased slightly from last month, with typists and general office clerks accounting for most of the decline. Compared to July 1970, total women in the clerical-sales group of occupations was some 10 per cent higher. There has been virtually no change in female registrants for sales work since the previous month or the past twelve months, with a steady supply of female sales persons available at all times, both for full-time and part-time employment.

Notable decreases occurred during July in male registrations for occupations of clerical-sales, material and production recording, and salesmen in the commodity field.

Male registrations in the services group decreased between June and July, with chefs and cooks, workers in food and beverage preparation, building and related services showing the largest declines. Female registrations in service occupations declined about the same amount, as hostesses and waitresses and those in other personal services occupations were absorbed by the hospitality industry. Compared to July 1970, both male and female registrations showed almost no change, reflecting the lack of employment growth in this particular service sector throughout the past year.

In farming, fishing, forestry and related occupations, male registrations declined

20 per cent from the previous month, but was at the same level as last July.

Total registrations remained fairly steady in the processing occupational group during the first half of the year but July saw a 12 per cent increase in registrations, mainly those involved in ore refining and processing of paper and related materials.

Registrations in machine trades occupations eased slightly from June and were about 10 per cent lower than a year ago. Machinists, motorized vehicle repairmen, machinery mechanics and repairmen, showed the largest declines.

Bench work occupations remained relatively unchanged over the past twelve month period. The largest number of registrants is in the assembly and repair of electrical equipment, and the fabrication and repair of wood products. Tailors and dress-makers represent the next largest group of occupations. Almost 60 per cent of registrants in the bench work category are women.

With the strong improvement in construction industry employment opportunities, registrations decreased substantially in the structural occupational group. Welders, carpenters and other construction workers have benefitted from these improved employment conditions. This situation is in contrast with last July when there was industrial turmoil in the construction industry and large numbers were registered in these occupations. Vacancies are now up by almost one half over last July and there are shortages of qualified construction workers.

In the miscellaneous occupational group, male registrations of truck drivers, packaging and materials handling registrants, and those engaged in timber cutting and log sorting dropped sharply. Also, clients not occupationally classified declined considerably from the previous month.

In consideration of the demand side of the labour market total vacancies in the region at July's end were below the peak reached in May, but at 3,690 were almost 40 per cent above the comparative figure of the previous July. On a district basis 1,906 vacant positions were available in Metro Vancouver, another 846 openings in the Okanagan-Kootenay, and the balance of about 500 each in the North-Central and Vancouver Island Districts. Vacancies are not listed separately for men and women.

In the professional, technical and managerial group there has been a modest change upwards in opportunities in occupations related to medicine and health and registered nurses. Over half the registered nurse requirements are outside the Vancouver area.

For clerical-sales occupations, compared with July 1970 vacancies registered were almost one third greater. Last year the unsettled labour market affected many businesses and fewer jobs were available in the clerical-sales field.

Despite a modest decline in vacancies since June in the service occupations as-

sociated with the tourist industry, vacancies in the categories of domestic service employees, hostesses, waiters, chefs and cooks were nearly 40 per cent above the level of last year.

Compared to the slack period of July 1970, vacancies in machine trades virtually doubled, with a large number of positions available for motorized vehicle repairmen, machinery mechanics and all other wood-working occupations.

In bench work occupations, vacancies declined by almost one half since June, with opportunities for sewing machine operators and those engaged in the fabrication and repairs of textile, leather, suffering the largest reductions.

With only a small number of vacancies in farming and processing, no significant changes took place in either category. However, the miscellaneous occupational group, with vacancies showing a rise of nearly 40 per cent above last July, recorded substantial gains for truck drivers, for those engaged in all other transportation activities, for package and materials handlers and timber cutters and related workers.

DISTRICT DEVELOPMENTS

Metro Vancouver District

A much different labour market situation prevails in the Metro Vancouver District compared to last fall when industrial disputes and an economic downturn severely curtailed hirings. Led by construction all industries experienced growth during the third quarter of 1971, although the services sector did not move substantially until after mid-August. That delay was reflected in a later than usual hiring of students and other seasonal workers for the hospitality industry. Some of the service industry slackness however was offset by increased port activity caused by the U.S. west coast long-shoremen's strike that began July 1st. More job vacancies notified to the area's Canada Manpower Centres served to confirm that a somewhat more favourable employment climate had developed. More skill shortages appeared although the number remained well below the peak figure reported in the 1969 comparable period.

Although some of the many construction projects underway in Metro Vancouver represent a carry-over of work from the 1970 period of industrial disputes, a sufficient number of new ones was started to sustain a high level of employment into 1972. A number of other major developments are well beyond the initial planning stage and could be started within a relatively short time. Two of the largest in that category are the federal government and British Columbia government office buildings slated for Vancouver.

Housing construction also has employed large numbers. Starts for the first seven months of 1971 in Metro Vancouver are 48 per cent ahead of last year although down 22 per cent compared to the same period of 1969. Most of the development, in contrast to previous years, is located in municipalities bordering the City of Vancouver. A noticeable shift away from high-rise apartment and condominium construction also is evident. This is attributed to the current abundant supply of condominiums and a reluctance on the part of lenders to advance funds for such purposes. Sales of condominiums have tended to lag in favour of single detached dwellings.

Temporary shortages of experienced construction workers are appearing more frequently throughout the District. In some cases short-term work permits were issued to U.S. workers. In strong demand are carpenters, bricklayers, plumbers, electricians and roofers. Labourers are the one exception in the structural group of occupations where the supply currently exceeds demand.

Another area of labour market pressure is the transportation sector. A dock strike affecting U.S. ports on the Pacific Coast has diverted shipping into Canadian west coast ports. This extraordinary event, coming at a time when Vancouver's foreign trade already was maintaining a strong growth trend, created a serious problem of congestion in the ports of Vancouver and New Westminster. All available longshore labour is

utilized but the number of such workers is limited; thus, a bottleneck was encountered. Casual employees have been added to increase crews but shortages of such skilled workers as crane and winch operators limits the extent of employment expansion. Further shipping delays are caused by a shortage of facilities for storing or moving unloaded cargoes. A strong demand has developed for both light and heavy truck drivers needed to move cargoes from the docks.

In manufacturing, less employment growth occurred because of vacation shut-downs in sawmills, plywood, pulp and paper plants. Lay-offs in the area's major pulp mill lately have begun to occur with greater frequency. Among other manufacturing firms the rate of seasonal employment growth varied widely. Food and beverage plants, usually a large employer of seasonal labour, showed a lower than normal employment expansion. This is attributed partly to the transfer of one large canning firm's operation to a newer and more highly automated plant. An unexpected development, the Douglas Plywood plant fire, idled 350 production and clerical workers. Through cooperative efforts of CMC New Westminster, the IWA union local and employers, most of those displaced were hired by other firms. Showing better employment gains were the construction related industries such as cement, metal fabrication, shingle milling and millwork. Manufacturing occupations in short supply are shake and shingle sawyers and tradesmen in metal working and machinery. Maintenance skills such as millwrights, maintenance electricians and heavy duty mechanics continue to appear as persistent shortages. With respect to the U.S. 10 per cent surcharge, most concern for the ultimate employment effects has been expressed by Metro Vancouver manufacturers of wood products, food and beverages, millwork, concrete products, metal products and garments. So far no lay-offs in manufacturing plants have been attributed directly to the U.S. economic measures.

Tourism, a major activity during the summer, grew slowly at the beginning of the period because of poor weather conditions but picked up dramatically towards the end. For the first seven months of the year non-resident vehicles entering the province showed only a 4.5 per cent increase above last year. Despite a much improved level of activity by the end of August, employment in tourist related services was somewhat below expectations for a centennial year. However, demand has remained strong enough in the hospitality industry to require replacement for students returning to school. This also applies in the case of other service occupations such as automobile mechanics and domestic servants.

A noticeable increase in the employment of business service occupations developed during the quarter. In strong demand were clerk typists, stenographers, bookkeeping machine operators and key-punch operators. For almost all positions employers expected specific experience and well developed skills. At the salaries offered some of the orders were difficult to fill but there are indications now that wage offers are rising above the depressed level of last winter.

Reflecting more employment, higher labour income and consequently more consumer purchasing power, retail trade was well above last year. Total sales for the province for the first 6 months of the year were up 6.8 per cent. Metro Vancouver would

have contributed the major portion of this increase. Employment in retail trade also received a lift from new shopping centres in the suburban areas of Surrey and Burnaby. Further growth in the outlying municipalities is expected to maintain a steady expansion of employment in both retail and wholesale trade.

Despite an improved employment situation surpluses of highly qualified manpower continue to appear. No perceptible increase in long-term career opportunities for recent university graduates has occurred and it is this group that constitutes the largest proportion of client registrations in the professional, technical and managerial occupations. Lay-offs of draftsmen from a few engineering firms and the larger number of school teachers seeking employment also contributed to increased client registrations. Other surplus occupations in this category are chemists, chemical lab technicians and electronic technologists. Most of the medical occupations remain in strong demand with the exception of radiological technicians who lately have experienced difficulty finding positions. Vacancies for nurses are tending to remain unfilled for longer periods and dental hygienists and dental assistants are in persistent short supply.

Occupations contributing the largest numbers to the increase in persistent shortages that developed during the third quarter are:

Legal secretary	Cook
Clerk typist	Cosmetologist/hairdresser
Bank teller	Presser
Key punch operator	Sewing machine operator
Business machine operator	Hand metal spinner
Sales clerk	Welder-fitter
Waitress	

Entry positions in sawmills is another group of occupations that might be classified as shortages. Although the skill requirement is minimal employers have experienced considerable difficulty in locating suitable job applicants.

In summary, Metro Vancouver experienced reasonable growth in employment over the quarter but much of the increase reflected seasonal demand. Only a slight increase in the number of long-term career opportunities appeared. Shortages of highly skilled tradesmen are evident throughout the construction and manufacturing sectors. Specific experience and the ability to be almost immediately productive remain as the principal hiring requirements for most of the hard-to-fill job vacancies.

Vancouver Island District

The upward trend of employment noted since the spring has continued throughout the entire Vancouver Island District during the past quarter. The majority of the continued improvement can be attributed to an excellent tourist season, a resurgence of construction to near - 1969 levels, and increased consumer spending. Comparisons with last year are perhaps misleading, but while the number of registered clients

without employment is some 12 per cent higher, it is heartening to note that the number of placements made by District CMCs are some 50 per cent higher than for the same period of 1970; similarly, there has been an increase of almost 45 per cent in the number of job vacancies reported. In geographical terms, the sharpest increase in placement activity has occurred from Nanaimo north through Campbell River and on through to the northern portion of Vancouver Island. In addition to the factors already noted, this undoubtedly reflects a high level of activity in the forest industry, and increased employment in the Port Hardy area as the Island Copper mine nears the commencement of operations.

The upswing in construction activity is now quite widespread throughout the District. As a result, employment in the building trades is considerably higher than in 1970, although it has not yet reached the point where persistent skill shortages are being noted. In Victoria, the value of construction permits issued for the first eight months of this year totals some \$24.5 million compared with \$14.8 million in the corresponding period of 1970. This can be viewed in the light of the 1969 figure of \$27.8 million for the same period and it offers a degree of substantiation for the impression that locally, 1971 will prove to be a "good" year insofar as construction is concerned. It is, however, interesting to note that so far this year just nineteen permits for single family dwellings have been issued in the City of Victoria. This represents land scarcity and a consequent price level which virtually demands multiple-family development if maximum economic returns are to be expected.

Elsewhere in the District, Utah Construction's \$90 million project, Island Copper Mine, at Port Hardy continues to be the major industrial project under construction. Some 60 per cent of the permanent employees have been recruited and start-up of operations is planned for sometime in November, with first shipments to Japan scheduled for early next year. Eventually some 450 men will be employed at the mine in all areas, and the resultant payrolls will generate significant economic development and employment opportunities in the immediate area. Preliminary site clearing and foundation laying are underway at Port Alice and Port Hardy for two medical clinics which are expected to be completed and in operation in mid-1972. In and around Campbell River, higher levels of construction employment are reflected in the value of building permits issued; \$2.1 million for the period January to July compared to \$0.9 million for the same period of last year. Employment in construction in the Nanaimo and Port Alberni areas is higher this year, although not perhaps to the same extent as in other parts of the District. Nanaimo, in particular, reports a number of union members without work at present, and the recent level of job vacancies reported to the local Canada Manpower Centre has been somewhat variable. On a forecast basis, it remains most probable that employment growth in construction in the Vancouver Island District will be of the order of 3 to 5 per cent increase over last year.

The forest industry throughout the District has enjoyed a busy summer, especially in its logging and sawmilling components. There were some interruptions due to hot weather in July and August, but the cooler temperatures on the coast keep the fire season well below that of other areas in the province. In the main, the use of early shifts keep logging employment at seasonal levels; thus, the only factor which tended

to hamper production was the lack of skilled operators and tradesmen. Currently, all the camps at the northern end of the Island are operating at full capacity and no shut-downs are anticipated until Christmas. The same pattern prevails elsewhere in the District, with some operations working on a two-shift basis. The persistent shortages that are particularly evident are heavy duty mechanics, scalers, fallers, steel spar operators and grapple operators and there is no lack of employment opportunities for qualified men.

Sawmills in the District are operating at near capacity levels due to the strong and continued demand for lumber associated with the marked increase in housing starts both in Canada and the United States. The mills at Port Alberni added a third shift commencing August 16th and this created a temporary flurry of employment activity. The plywood plant at Port Alberni also resumed production early in August, and all permanent employees were called back. So far as can be foreseen, the short-run effects of the new United States surcharge will have a minimal effect on employment levels in the local lumber industry, as the major producers will place particular emphasis upon maintaining their share of the important U.S. market.

The District pulp and newsprint mills continue to operate at comparatively low levels of capacity indicative of generally depressed markets. Under these circumstances, hiring is virtually dormant, and will remain so for the foreseeable future. Because of the West coast dock strike in the United States, considerable difficulty is being experienced in moving pulp and newsprint to their markets, and resultant high inventories at the mills have given rise, at times, to some thoughts of temporarily curtailing production. However, at this time the only closures in the District are at the BCFP mill at Crofton, and the continuing shut-down of No. 1 paper machine at Crown Zellerbach operation at Ocean Falls. Although the former is lasting longer than originally forecast, due to technical problems, it is expected that both will be back in production by the end of September. It is believed that current employment levels in all sectors of the forestry industry in the Vancouver Island District have exceeded predictions made earlier in the year and that the estimated industry labour force of 9,000 - 10,000 persons is very close to a full employment level.

The trade sector of the District economy has continued the generally higher levels of employment which marked the second quarter of 1971. Sales in the large metropolitan Victoria market were believed to be running somewhat lower than the level of 1970 up to the end of June, but local merchants have reported a sharp increase in sales volumes in July and August representing the combined effects of higher tourist traffic and the back-to-school sales. Since the end of June, sales employment has expanded by perhaps some 10 - 11 per cent, and many persons of school age have found employment in this area as older permanent employees take vacation periods with their family. The majority of this temporary growth has taken place in Victoria, Nanaimo, Parksville, Qualicum Beach, and Campbell River, all prime tourist and resort areas. In addition, statistics available at the national and regional levels show quite conclusively that the consumer is moving back into the market particularly in the area of consumer durables such as appliances, automobiles, television sets, etc.; while comparable figures on a local or a district basis are not available, nevertheless most stores

appear satisfied with sales in nearly all areas of retail markets. However, the long run and significant expansion of permanent employment will depend upon the opening of new facilities rather than existing firms adding to present staffs. There are plans for a new \$10 million shopping centre at Royal Oak, just north of Victoria. If this project is approved by the local council, it is probable that work will begin during the winter with the first phase to be completed in late 1972 and ultimate completion tentatively scheduled for some time in 1973. The construction phase will probably utilize the services of some 50 - 60 men, and the ultimate employment of sales personnel to be in the neighbourhood of 200-225, of which approximately 30 per cent will be permanent full-time employees, and the balance permanent part-time workers.

As previously mentioned, the hospitality industry in the District has enjoyed a "bumper" year. Undoubtedly, the publicity attendant upon the British Columbia Centennial has been largely responsible, but there also appears to have been a longer season than in 1970. The Campbell River CMC, for instance, reports that the number of vacancies for employment in the service sector in general, and the hospitality industry in particular are roughly double last year's figures. In Victoria, the Empress Hotel is experiencing the best tourist year it has had for some 10 years. As an indicator of travel activity, the B.C. Government Ferry system reports that for the six-month period up to the end of June, some 37,821 cars with out-of-province plates landed on Vancouver Island compared with an equivalent figure of 34,832 for 1970, an increase of 8.5 per cent, or in absolute terms, at least some 8,000 additional people arriving by automobile. One of the perhaps less obvious benefits of the hospitality industry is the strong employment effect for young people whose school break coincides with the seasonal peak of employment in the industry.

With higher employment levels, there are more occupations in shortage situations. The strong demand for tradesmen and skilled operators in the forest industry has already been mentioned, and these will undoubtedly continue on until the end of 1971. In addition, at the end of August, District CMCs reported persistent shortages in the following occupational categories: Nanaimo, legal stenos, maid-general, waitresses and cooks; Campbell River, auto mechanics, heavy duty mechanics, lumber graders, auto-body repairmen and welders; Port Alberni, nurses, hairdressers, first aid attendants, heavy duty mechanics and roofers; Courtenay, legal stenos, insurance salesmen, and housekeepers.

Okanagan-Kootenay District

Buoyant economic conditions continued to prevail during the third quarter, spear-headed by above normal activity in logging, lumber manufacturing, residential and non-residential construction. Harvesting of Okanagan tree and fruit crops, together with the seasonal increase in tourism, added further strength to the District economy.

The high level of economic activity substantially increased recruiting through District Manpower Centres. Vacancies listed by employers at the various offices during July and August totalled 7,684, compared to 6,731 and 5,593 in the comparable periods of 1970 and 1969.

Although the total employed work force in the District is not likely to expand during the final months of 1971, the rapid growth which occurred through the second and third quarters should raise employment by approximately 9,000 during the current year. This represents a substantial employment increase of almost seven per cent for the 12-month period.

Employment growth has been concentrated in the Kamloops, Okanagan and East Kootenay areas, primarily in construction, manufacturing, and the service producing sectors, especially trade, accommodation and food services.

Although the Monthly Labour Force Survey does not provide unemployment estimates for the District, operational statistics indicate that a substantial improvement has occurred since the beginning of the year. There has been a steady downward trend in District month-end client registrations, declining from a peak of 14,237 in January to 11,248 in May, continuing down to 7,586 at August, even though students swelled the labour force during the summer months.

Sawmills throughout the District generally operated near peak capacity during the third quarter. Approximately 250 more employees were hired, primarily for new or renovated mills in the vicinity of Golden, Penticton and Grand Forks, located in the Vernon, Penticton and Trail areas, respectively. Shortages persisted throughout the quarter for millwrights, saw filers, sawyers, lumber graders and planermen. Although little change is likely to occur in overall employment during the final months of the year, these occupations are expected to remain in short supply.

The District's eight veneer and plywood plants maintained steady production during the quarter despite sluggish markets. A further plant expansion by Kootenay Forest Products at Nelson will increase their work force by 100 employees by year-end. In addition, Nicola Valley Sawmills at Merritt are in the process of building a new veneer plant, which will provide about 30 new jobs by December.

Production and employment remained relatively steady at the District's three pulp mills, and no change is anticipated during the next quarter.

A further buildup in the logging work force occurred during July, particularly in the Kootenays, where the annual spring breakup extended well into June, much later than normal.

Logging output during August was curtailed somewhat by extensive forest fires, especially in the Kootenays and contractors are expected to maintain production near peak capacity until December. Increased raw material requirements of District converting plants should generate continued employment growth into winter, particularly in the Vernon, Penticton and Kootenay areas.

The strong demand for experienced logging personnel, which developed during the third quarter of 1971, can be expected to continue into the final months of 1971. Current shortages of fallers, buckers, scalers, skidding and loading operators will probably intensify during October and November.

A further substantial buildup in the construction work force occurred during the third quarter of 1971. Over 1,000 more men were hired for major on-going projects in the Kamloops, Ashcroft, Fernie and Princeton areas, while additional workers were recruited for numerous smaller jobs throughout the District. Residential construction continued to boom during the current period. The value of building permits issued for housing during the first eight months of 1971 is running about one third above the record level of 1970. In particular, activity has been very high in the Greater Kamloops and Kelowna areas, each of these averaging about 120 new dwelling units per month since the beginning of the year.

Land clearing on the initial contract of the \$100 million Kootenay Canal hydro project, West of Nelson, is expected to start in October with a small crew, to be followed by a substantial buildup during 1972-1973. Work on numerous smaller projects in the \$500,000 - \$3,000,000 range, both residential and non-residential, are scheduled to get underway during the final quarter of 1971.

Strong demand for construction tradesmen is expected to continue into early winter at Kamloops, Cranbrook and the Okanagan Centres. The shortage situation now prevailing in many construction trades can be expected to intensify during October, particularly for union and non-union carpenters. However, the situation should ease somewhat by December as crews are reduced at major mining and pulp mill developments in the Kamloops, Fernie and Princeton areas.

As in past years, employment in the service producing sectors peaked during the third quarter reflecting the high level of tourism, which normally occurs during this period. After a slow start in July, travel activity rose sharply during August and continued strong into September with most centres reporting a substantial improvement over 1970.

Strong demand for waitresses, chambermaids and cooks prevailed throughout the periods, providing job opportunities for many female students. However, shortages developed at smaller communities, guest ranches and isolated resorts for catering and hospitality help. Return of students to classes in September also created short-term shortages at the larger centres in the District as well, which should ease by mid-October. As in past years, shortages for domestic help, particularly live-in housekeepers, intensified during September. Licensed cosmetologists and hairdressers are expected to continue in short supply for several more months.

Opening of the Orchard Park shopping centre at Kelowna in August highlighted development in the trade sector. Almost 250 employees were recruited by Simpsons-Sears and Super-Valu, during August and September, and additional hiring is projected for numerous smaller businesses renting space in the new facilities.

A shopping centre at Sparwood, East of Fernie, also opened in August to service residents of the Crowsnest area, where major coal mining developments are underway. At Kamloops a new Mack Truck Agency is scheduled to open, during the last quarter of 1971, with a staff of 30-35 persons.

The high level of activity, which prevailed in the construction, forest and service industries during the quarter, maintained buoyant employment conditions in transportation, communication, finance, insurance and real estate. Statistics compiled by the Okanagan Mainline Real Estate Board indicate that volume is up slightly over 1970, particularly strong at Kamloops and Kelowna, but slow at Penticton.

The normal seasonal increase in the agricultural work force to pick and pack Okanagan tree fruits got underway towards the end of June, peaking with the apple harvest in mid-September. Apple tonnage is down sharply from the two previous years and with no significant improvement in price anticipated, the outlook for fruit growers in the Okanagan Valley continues to be very bleak.

A small overall increase in the mining work force took place between July and September. The gradual buildup of pre-production crews by Lornex Mining Corporation Ltd., Similkameen Mining Co. Ltd., and Fording Coal Ltd. located in the Kamloops, Princeton and Fernie areas respectively, continued during the period. In addition, Placid Oil Ltd., commenced production in August at their small open-pit copper mine near Cranbrook. However, these gains were partially offset by phasing out of an old established gold mine at Bralorne, west of Kamloops, and further cutbacks at Canadian Exploration's tungsten mine south of Nelson. Little change is anticipated in the total mining work force during the last quarter. A further increase in pre-production crews will be offset by further layoffs at Canadian Explorations and the projected closure of Cominco's "Bluebell" lead-zinc mine at Riondel, both in the Nelson area.

The chronic shortage of underground miners, engineering equipment mechanics and electricians for coal mines in the Fernie area continued. Recruiting for new surface mines in the Fernie and Cranbrook areas, scheduled to start production early in 1972, will create strong demand for drillers, bulldozer operators, shovel operators, graders operators, heavy duty truck drivers, electricians and maintenance mechanics during the final months of 1971 and further intensify existing shortages.

Production at Cominco's smelter and fertilizer plant at Trail was suspended for the annual four week vacation period in mid-July. Since resumption of operations the firm has recruited 115 more employees for 6 weeks to 3 months work. The market for zinc has remained quite strong and prospects for further short-term hiring appear good.

Gains in manufacturing employment, exclusive of the forest industry were concentrated in the food processing and beverage sub-sectors. Fruit and vegetable processors augmented seasonal crews by approximately 500 workers. Commencement of production at the new Hiram Walkers Distillery north of Kelowna at the end of June created 200 more permanent jobs for local residents. Employment at mobile home plants and other manufacturing establishments remained constant. However, forty employees were laid off in the Penticton area with Highways Industries plant closure at Oliver in August.

Several new manufacturing establishments being built under the Regional Incen-

tives plan are expected to start production towards the end of the year in the Kootenays. The larger plants locating in the area are listed below:

Firm	Product	Staff
Western Pollution Equipment Manufacturing Co. Ltd., Trail	Prefabricated Sewage treatment units	55 to start 125 in 1972
Genie Corp. Enterprises Ltd. Grand Forks	Inflatable Buildings	20 to start 80 December 1972
Coastal Industries Ltd. Cranbrook	Furniture	40 to start 70 - 1972-73
Peerless Wood Products Ltd. Sparwood (Ferne Area)	Posts and Poles	35

North-Central District

Construction, service industries and a strong lumber market paved the way to further employment growth in the North-Central District during the third quarter. However, a number of adverse factors curtailed the strong improvement that was originally anticipated. The more important of these influences include reduced mining output, lumber car shortages and more closures in the pulp industry. Although layoffs from these sources occurred at different times through the quarter, reducing the total impact, about 1,000 jobs were affected in all.

Despite these weak points, the total unemployed clients registered at District CMCs declined by almost eighteen per cent between July and August. At the same time, the number of job vacancies notified to the CMCs rose by twelve per cent. A major factor in the jobless decline has been, of course, the withdrawal of students from the labour force. However, even for permanent members of the labour force an improved level of unemployment has been evident.

The primary industries again showed mixed conditions. In the important logging sector, several factors combined to reduce employment from the high levels attained in July. A three-week closure of the Columbia Cellulose pulp mill at Prince Rupert caused a brief layoff of about 300 logging personnel in the Terrace area, and a high fire hazard in the central and western sections of the District served to restrict logging operations even further. Only in the north-eastern area, where sawmill log inventories have been dwindling, was there any material gain in logging employment. Despite these rather mixed conditions, there persists a strong demand in the Interior for skilled fallers, buckers, chokermen, skilled operators and logging truck drivers, although shortages are easing somewhat. In outlook, lumber prices remain strong for the time being, but box-car shortages may restrict sawmill production through the fourth quarter, thereby reducing the demand for logs. Such a development would cause a further easing in the shortage of skilled loggers, at least until freeze-up.

The mining industry likewise has shown a mild net decline. Weak markets and high inventories at two of the District's molybdenum mines and at a small mercury mine have caused layoffs affecting about 70 jobs. But a small employment increase at the new Gibraltar mine near Williams Lake has partially offset this weakening. The short-term future holds the possibility of further layoffs in molybdenum mining unless there are substantial improvements in market demand. However, slow manpower buildups at the Gibraltar and Nadina minesites should continue to offset such developments, at least through the next quarter.

Other primary industries have experienced employment increases. Harvesting in the Peace River bloc temporarily stimulated agricultural employment, creating shortages of experienced harvest equipment operators. On the coast, two seasonal improvements in the fishing industry boosted employment opportunities in the processing industry.

Manufacturing employment was affected by closures of the Northwood pulp mill at Prince George and the Columbia Cellulose mill at Prince Rupert — the former for one week, the latter for three weeks. Continued inventory accumulation in the face of weak market demand, and uncertainties of trade conditions forestall optimistic forecasts for this industry. Lumber producers, on the other hand, are currently facing exceptionally strong demand conditions and lumber prices have been high throughout the past quarter. Furthermore, operators have not yet expressed much concern over the recent ten per cent tariff surcharge on imports to the United States. Consequently the only adverse factor affecting the industry at the moment is the shortage of lumber cars on the P.G.E. So far, only about 80 layoffs have occurred as a result of this restriction but there are indications that sawmill operations in the District may be seriously curtailed within a few weeks if more cars do not become available.

In manufacturing, employment at the aluminum smelter in Kitimat stands to decline considerably from the new tariff surcharge. However, it is hoped that Federal Government assistance will offset the pressure to lay off staff. The remaining manufacturing sectors, on the whole, showed good gains during the period.

Shortages of properly qualified maintenance staff remain severe in the District's manufacturing industries. In particular, pulp mill and sawmill millwrights, electricians, pipefitters and welders are in very short supply. Saw filers, lumber graders and first aid attendants have also moved into serious shortage.

In the construction industry, employment expectations have been fully realized. Although most hiring in this sector is conducted directly through unions, requirements for construction manpower accounted for the second largest volume of demand notified to CMCs in any one sector during the past three months. (Demand in the community, business and personal services sector exceeded construction by a small margin). Manpower shortages cover the entire spectrum of construction occupations, with carpenters, painters, truck drivers and bulldozer operators particularly in short supply. Major industrial projects involving employment buildups through the next quarter include the Quesnel and MacKenzie pulp mills and the Gibraltar, Bell Copper and Nadina

mines. Although some seasonal declines in construction activity can be expected through the next quarter, these projects, combined with numerous other commercial, residential and institutional projects, should maintain construction employment at above-average levels through the winter.

The tertiary sector of the economy also expanded considerably through the review period. At the end of August, student withdrawals from the labour force caused a considerable volume of replacement hiring and some staff shortages emerged in the hotel and restaurant industry and, to a lesser extent, in the retail trade.

Manpower shortages in the service industries are strongest in the health services sector. Registered nurses, licenced practical nurses and nurses aides are in demand at Prince Rupert, Terrace, Dawson Creek and Fort Nelson. Vacancies for chief medical technologist, X-ray technician and dental assistant have also been added to the list of persistent shortages. In the trade sector demand for properly qualified automotive mechanics and automobile body repairmen has exceeded the available supply; and in the various office establishments, fully trained secretaries and stenographers remain in strong demand. Shortages of hairdressers are also prevalent throughout the District.

In summary, the outlook for the next quarter suggests a fairly normal seasonal pattern. Employment usually peaks during the third quarter, then declines in successive months to Christmas. This year, the relative strength of the construction sector may offset the usual decline somewhat, but the recent developments mentioned in the basic sectors require a scaling down of the more optimistic District forecast indicated in the last issue of the Review.

CMC Whitehorse

Continuing the trend of the previous quarter, employment showed further strength during the review period. Seasonal gains in personal services and the construction industry again provided the main stimulus to employment growth, with trade, transportation and government sectors also showing indications of rising employment levels.

Relative to the same period last year, the overall level of employment is marginally improved. The effects of a 160 man layoff at the New Imperial mine, lower tourist expenditures compared with 1970, and a sharp reduction in claim staking activity, have been offset by a stronger construction sector. In terms of local hiring activity, total labour demand notified at the CMC is running somewhat ahead of 1970 and the number of clients registered at the CMC is greater than last year. The increase in client files reflects, however, a rising population, persistent turnover of migrant labour, and a tendency of outside building contractors to bring in their own crews, rather than a deterioration in the overall level of economic activity.

The major factor affecting the local labour market has been the usual withdrawal of students from the labour force. With several weeks of the tourist season remaining,

this withdrawal has caused severe shortages of waitresses, chambermaids and short-order cooks. However, this imbalance should right itself by the end of September when tourist flows subside. Other occupations in shortage include skilled equipment operators for the various highway reconstruction projects, and experienced secretaries with shorthand skills for business establishments in Whitehorse.

In outlook, the construction sector should continue as the main stimulant to employment in the Territory. Of the major projects on hand, the \$2.6 million shopping centre in Whitehorse, a \$0.4 million extension to the Whitehorse library, continued progress on the hotel and shopping centre at Faro, and construction of five Telesat satellite receiving stations at various locations in the Yukon are expected to generate a strong demand for construction workers in the ensuing weeks. Some shortages of skilled construction tradesmen are expected to emerge.

The other major development on hand — the hiring of 120 production and maintenance crews for the new Hudson Bay Mining and Smelting mine is expected to commence shortly. Test production is expected to start at the site in October.

Despite the above-noted strengths in the local economy, normal seasonal declines in the service industries should produce a reduction in the overall level of employment from September onwards. Although the effect of this will be partially offset by outmigration from the Territory, unemployment is expected to increase and labour surpluses in the unskilled occupations will re-emerge.

STATISTICS CANADA AND YOU

FOREWORD

To the occasional user Statistics Canada is very much an unknown structure, mysterious in organization and function. In recognition of communication problems, Statistics Use Development Officers have been instituted in the regions and Mr. J. G. Stinson has filled that role for the past year in Pacific Region. In the following article he sketches the organization of Statistics Canada, some typical uses of data and the role of Statistics Use Development Officers in assisting users to better utilize available information.

Mr. Stinson was formerly associated with the Research Department of the T. Eaton Company and a management consulting firm.

Introduction

This article is intended to provide an introduction to the Federal Government's central statistical agency, Statistics Canada (formerly called Dominion Bureau of Statistics or DBS). It also outlines the organization of the bureau, some of the ways statistics are used and focuses attention on one of the newer sections of the bureau - the Statistics Use Development Section which has, as a primary role, the development of better and more uses of the statistical data available.

Organization

Statistics Canada is operated under a new Act of Parliament known as The Statistics Act, with the stated duties of the organization being:

- to collect, compile, analyze, abstract and publish statistical information relating to the commercial, industrial, financial, social, economic and general activities and conditions of the people.
- to collaborate with departments of government in the collection, compilation, and publication of statistical information, including statistics derived from the activities of those departments.
- to take the census of population of Canada and the census of agriculture of Canada as provided in this Act.
- to promote the avoidance of duplication in the information collected by departments of government; and
- generally to promote and develop integrated social and economic statistics pertaining to the whole of Canada and to each of the provinces thereof and to coordinate plans for the integration of such statistics.

The administrative head of the organization is the Chief Statistician of Canada and under him are four broad subject matter branches. In addition, there are three staff branches concerned with administration, integration and development, and statistics use and information services. Because users of Statistics Canada information are mainly concerned with the subject matter branches which produce the information, a brief description of these branches follows:

Economic Accounts Branch — produces National Income and Expenditure, Output and Productivity, general time series data, Balance of Payments and Financial Flows.

Economic Statistics Branch — is responsible for Input-Output studies, External Trade, Labour, Manufacturing and Primary Industries, Merchandising and Services, Prices, Transportation and Public Utilities data.

Financial Statistics Branch — concerns itself with business surveys on Finance, Corporation and Labour Unions Returns Act and the financial statistics of federal, provincial and municipal governments and government enterprises.

Socio-Economic Statistics Branch — is concerned with Consumer Finance, Agriculture, Education, Health and Welfare and judicial statistics as well as the Census of Canada. The Field Division with survey staff in all the Regional Offices also comes under this branch.

The Statistics Use Development Section is one part of a staff attached to the Chief Statistician of Canada called "Statistics Use and Information Services" (see organization chart attached).

Some Typical Uses

Despite the fact that the bureau has a staff complement of about 3,000 people across Canada working in the wide variety of subject areas previously mentioned, to many people Statistics Canada is known only for its "Census Takers" who are active during the National Census. Some people also associate us with such newspaper headlines as:

- the Consumer Price Index for July 1971 rose to 134.7, up from 130.5 a year ago; or
- the number of dwelling units started in the first quarter of 1971 was 29,687, up from 24,293 in the first quarter of 1970.

People in the business world are frequently approached by Statistics Canada and are generally aware of the data collection functions. They too, however, are often uninformed about what happens to the data collected, and how it might be useful to them. In any case, the effective use of the wide variety of data available from the bureau requires some initiative on the part of the prospective user. Many of the people who use Statistics Canada information look upon their use of the information as a return for the time and effort they invested in supplying data when requested.

Typically, Statistics Canada information is used for such things as:

- market planning and research
- plant or store location studies
- economic feasibility studies
- transportation planning

- hospital and school planning
- labour negotiations
- advertising planning
- price escalation clauses in contracts, etc.

A recent survey of replies by mail to requests received by the bureau for statistical information disclosed that nearly 42 per cent of these came from business, 27 per cent from governments or their agencies, 21 per cent from professors, students and researchers in schools and universities, and 9 per cent from miscellaneous users. It also showed that the largest business use of statistical information was for product and service marketing (43 per cent), followed by share and growth of market and similar comparisons (16 per cent), and business location (10 per cent). Other important uses were for new product research, investment planning, internal operating ratios, and collective bargaining. The users came from every industrial classification and geographical region of Canada and from businesses large and small. In addition to written replies to inquiries, the bureau staff respond to thousands of requests by telephone or in person.

The proper use of information on such large scales requires adequate documentation of the concepts and methodology used to collect the information, definitions of terms used, and the limitations on the data, e.g. whether it was taken from a sample survey or whether a 100 per cent survey. To assist users, this type of information is usually provided in the respective publications.

Information

The proficient users of our statistics obtain them in a wide variety of ways. They may purchase various publications directly through the Information Canada Bookstores, or subscribe to regular publication series from Statistics Canada. They can also use the reference libraries maintained in the Statistics Canada Regional Offices (one is located at 100 West Pender Street in Vancouver) or such places as the local Public Library or university libraries, many of which have a "full publications" subscription.

In addition to the published data which is readily available, it is possible to request certain information from Ottawa which might require a special tabulation. Depending upon the nature of the request, the availability of the information, and the time it takes to prepare it, there may be a charge for such service based upon the time and costs involved. With new data processing equipment and techniques available, many of the timeliness problems in producing and releasing information are being improved. New techniques for data storage and retrieval are enabling provision of finer detail, particularly on a geographical basis. This will become much more evident when the 1971 Census results are available.

Statistics Use Development Officers

The effort to assist users in making better use of available data is a primary concern of the Statistics Use Development Section and of subject matter divisions. This

section has been able to provide assistance to business and local government and research groups through the professional work of officers located at Vancouver, Winnipeg, Toronto, Ottawa and Montreal.

Mr. J. G. Stinson is the Statistics Use Development Officer for the Vancouver region. The section operates within the guidelines of three basic objectives:

- to work towards improving the quality of use of Statistics Canada Information by providing users with access to technical assistance re definitions, concepts, classifications, methodology, and limitations of published statistics; to explore access to unpublished information; and to make users aware of relevant new services and data as they become available.
- to work towards increasing the number of users of Statistics Canada information.
- to provide subject matter officers with useful comment and criticism from users so that these impressions can be considered when designing future programs to improve usefulness of the information.

As part of their work Statistics Use Development (SUD) Officers provide liaison between subject specialists in Ottawa and the user, sometimes by referring the user directly to the appropriate divisional officer for additional information, special compilations, definitions, etc.

Some emphasis is also placed on developing an awareness of the information available by making presentations to both present users and such future users as students in high schools, technical schools and universities. The SUD Officers also participate in seminars, panel discussions and trade association conventions where information to business users might be useful.

Although the Section is involved in improvement and extension of the uses of statistics by business, there are ever increasing uses made by the various levels of government and by consultants to the local and provincial governments. This is likely to increase with the availability of the 1971 Census results, which will be released periodically beginning in the early part of 1972. Additional scope and flexibility are the major features of computerized retrieval facilities to be used on the 1971 Census data. In addition to the normal schedule of publications to be produced, it will be possible to request special tabulations for various areas and various characteristics which would ordinarily not be published. This will provide a much broader spectrum of possible uses for the Census data. In the past, many requests received were unique and in many cases the information could not be provided in the form requested. The new access systems will allow considerable improvement in this situation.

Should you require assistance in making use of our publications, or consultation to determine what statistics might be appropriate for your business, please contact the Vancouver Regional Office, Statistics Canada, at 100 West Pender Street, Vancouver 3 - telephone 666-3551.

OFFICE OF THE CHIEF STATISTICIAN
Executive Assistant
GENERAL ASSIGNMENTS
Assistant Chief Statistician
Senior Advisor Computer Operations and Equipment

CHIEF STATISTICIAN

Statistics Use and Information Services
Co-ordinator
Director
Information Division
Year Book Division
Director

ADMINISTRATION
BRANCH
Director General

Data Processing
Services Division
Director

Financial and
Administrative Services
Director

Personnel Administration
Director

Management Consulting
Services
Chief

Advisor on Bilingualism

ECONOMIC ACCOUNTS
BRANCH
Director General

Balance of Payments and
Financial Flows Division
Director

National Income and
Expenditure Division
Director

General Time Series
Staff
Chief

National Output and
Productivity Division
Director

FINANCIAL STATISTICS
BRANCH
Director General

Co-ordinator
Financial Statistics
Director

Corporations and Labour
Unions Returns Act
Administration
Director

Business Finance
Division
Director

Governments
Division
Director

METHODOLOGY AND
SYSTEMS BRANCH
Director General

Sampling and Survey
Research Staff

Computer Systems
Development Division
Director

INTEGRATION AND
DEVELOPMENT
Assistant Chief Statistician

Regional and Manager
Research Staff
Co-ordinator

Econometric Research
Director

Central Planning
Staff
Director

Consultant on
Demographic Research

Central Classification
and Company-Establishment
Integration
Director

Senior Advisor on
Integration

ECONOMIC STATISTICS
BRANCH
Director General

Co-ordinator
Input-Output Studies
Director

Labour Division
Director

Transportation and Public
Utilities Division
Director

Manufacturing and Primary
Industries Division
Director

External Trade
Division
Director

Prices Division
Director

SOCIO-ECONOMIC
STATISTICS BRANCH
Assistant Chief Statistician

Co-ordinator
Consumer Finance Research
Director

Census Division
Director

Field
Division
Director

Education
Division
Director

Agriculture Division
Director

Health and Welfare
Division
Director

Merchandising and
Services Division
Director

Provincial Liaison and
Consultative Services Staff

Judicial Division
Director

STATISTICAL APPENDIX

LABOUR MARKET BY OCCUPATION

- Client Registrations
- Vacancies Registered

EMPLOYMENT BY INDUSTRY

INDUSTRY INDICATORS

- General Economic
- Forestry
- Construction
- Mining
- Trade

Table A-1
REGISTERED CLIENTS WITHOUT EMPLOYMENT*
BY CANADA MANPOWER CENTRE
PACIFIC REGION, JULY 1971 (MONTH-END)

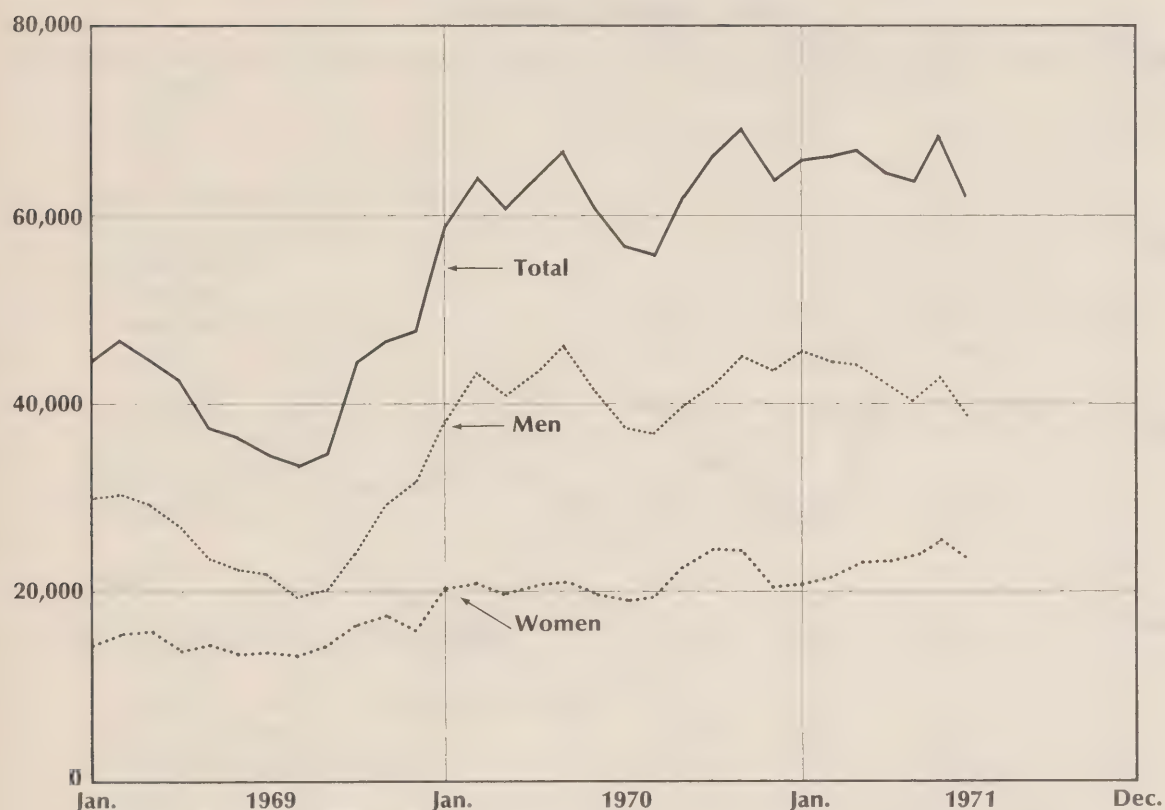
CMC Area	Clients	CMC Area	Clients
Abbotsford	1,504	Port Alberni	976
Campbell River	728	Powell River	737
Chilliwack	2,617	Prince George	2,331
Courtenay	1,225	Prince Rupert	823
Cranbrook	1,781	Quesnel	1,157
Dawson Creek	741	Terrace	976
Fort St. John	1,119	Trail	930
Kamloops	1,884	Vancouver Metro	29,421
Kelowna	1,608	Vernon	992
Nanaimo	1,848	Victoria	5,642
Nelson	887	Whitehorse	597
Penticton	861	Williams Lake	582

*Includes Student Registrations

Note: Care must be exercised in the use and interpretation of the operational data from Canada Manpower Centres. Statistics on the number of persons registered at CMCs do not constitute an adequate measure of the number of unemployed. The only official measure of unemployment and of the rate of unemployment is from the Labour Force Survey conducted by the Dominion Bureau of Statistics.

Source: Department of Manpower and Immigration.

Chart A-1
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION, 1969 - 1971



Source: Department of Manpower and Immigration.

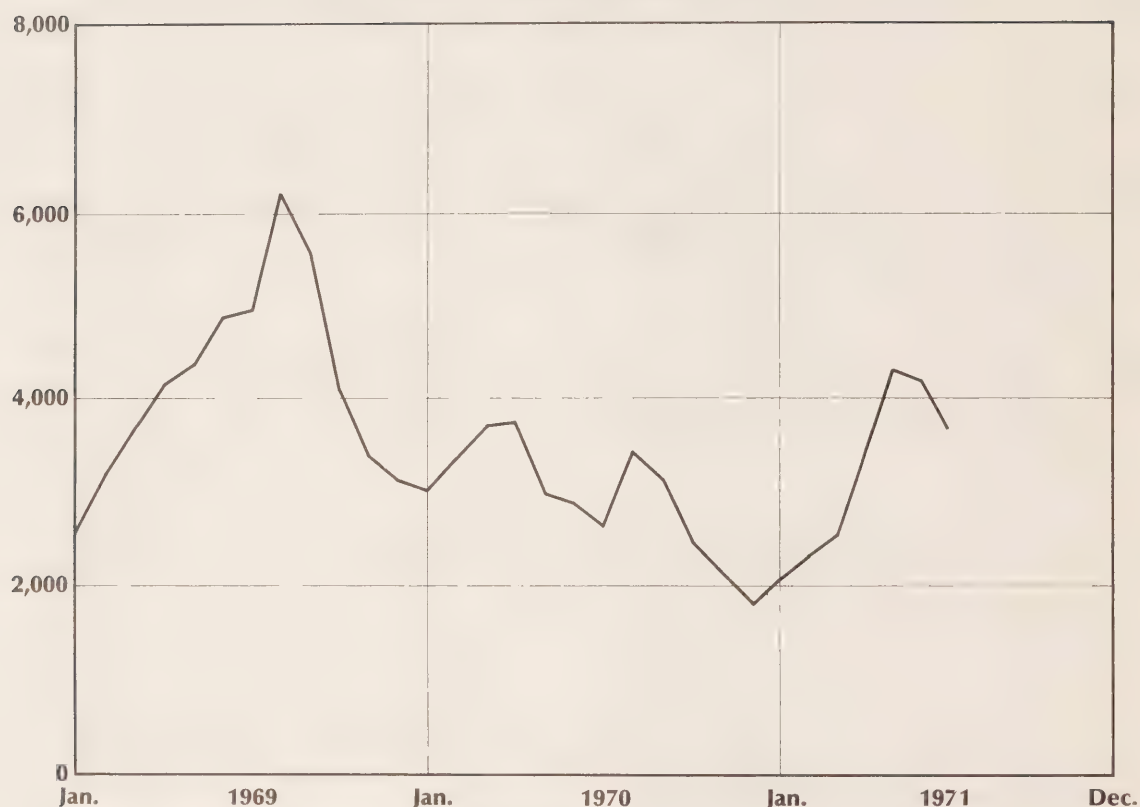
JULY 1971 (MONTH-END)

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	3,673	9.5	1,130	4.8
Clerical-Sales	3,079	8.0	9,650	41.4
Services	3,222	8.3	4,881	20.9
Farming, Fishing, Forestry and Related	579	1.5	37	0.2
Processing	554	1.4	126	0.5
Machine Trades	2,546	6.6	39	0.2
Bench Work	511	1.3	286	1.2
Structural Work	8,183	21.2	14	—
Miscellaneous	6,361	16.5	665	2.9
Not Specified*	9,942	25.7	6,489	27.9
Total	38,650	100.0	23,317	100.0

*Includes Students

Source: Department of Manpower and Immigration.

Chart A-2
MONTH-END VACANCIES
PACIFIC REGION, 1969 - 1971



Source: Department of Manpower and Immigration.

JULY 1971 (MONTH-END)

	Total Vacancies	
	Number	%
Professional, Technical and Managerial	389	10.5
Clerical-Sales	896	24.3
Services	1,065	28.8
Farming, Fishing, Forestry and Related	73	2.0
Processing	67	1.8
Machine Trades	347	9.4
Bench Work	84	2.3
Structural Work	361	9.8
Miscellaneous	408	11.1
Total	3,690	100.0

Source: Department of Manpower and Immigration.

Table A-2
EMPLOYEES BY INDUSTRY — BRITISH COLUMBIA

	January*** 1971 ((P) (Estimates in Thousands)	December 1970	January 1970	Change January 70/71 %
Forestry	18.3	17.3	20.0	— 8.5
Mines, Quarries and Oil Wells	11.5	11.4	11.3	+ 1.8
Manufacturing				
Durables	74.4	73.4	78.9	— 5.7
Non-Durables	51.1	51.5	51.4	— 0.6
Total	125.5	124.9	130.3	— 3.7
Construction	30.0	30.2	35.9	— 16.4
Transportation, Communication, and Other Utilities	81.4	84.8	80.0	+ 1.8
Trade	111.9	119.8	115.6	— 3.2
Finance, Insurance, and Real Estate	31.6	31.4	31.2	+ 1.3
Community, Business and Personal Services				
Commercial Sector	82.1	82.9	83.0	— 1.1
Non-Commercial Sector	114.3	113.4	107.2	+ 6.6
Total	196.4	196.3	190.2	+ 3.3
Public Administration and Defence*	40.0	39.9	40.4	— 1.0
Total (Specified Industries)**	646.6	656.0	654.9	— 1.3

(P) Preliminary

* Defence excludes noncivilian employees

** There is a substantial difference between the total in Table A-2 above and the labour force estimate of total employed shown in Table 1. Apart from the difference in the months reported, the main difference is one of concept. The table above, as the title implies, is limited to **employees** whereas the estimate of total employed in Table 1 includes all persons who had a job, both employees and **others**. In addition, Table A-2 above excludes those in the fishing and trapping industry and the labour force estimate includes them.

*** More up-to-date data not available.

Source: Estimates of Employees by Province and Industry, D.B.S., 72-008.

Table A-3
GENERAL ECONOMIC INDICATORS — BRITISH COLUMBIA

				Percent Change			
	Unit	Latest Month	Amount	Previous Month		Latest Month 70/71	
*EARNINGS AND HOURS WORKED							
Wages and Salaries	\$ per week	May	147.75	+	0.4	+	8.8
Average Earnings	\$ per hour	May	4.02	+	0.5	+	9.5
Average Hours	Number	May	37.8	—	0.8	+	4.4
PRODUCTION							
Value of Factory Shipments	\$'000	June	348,400	+	5.2	+	15.0
Lumber Sawn	M.f.b.m.	June	805,100	+	14.6	+	38.3
Paper Production	Tons	June	163,800	+	3.9	+	35.8
Pulp Production	Tons	June	412,300	—	2.8	+	25.3
Fish Landed	\$'000	July	13,927	+152.7		—	17.4
INTERNAL TRADE							
Retail Sales	\$'000	June	297,800	+	0.8	+	15.2
Electric Power	Million kwh	June	2,153	—	4.5	+	7.8
Sales of Life Insurance	\$'000	May	75,430	+	11.5	+	23.4
Gasoline Consumed	'000 gal	May	52,200	+	5.5	+	9.4
Tourist Permits	Number	July	187,194	+	56.9	+	15.9
CONSTRUCTION							
Building Permits	\$'000	June	105,100	+103.8		+147.3	
Housing Starts	Units	July	2,349	+	31.2	+101.8	
Housing Completions	Units	July	1,496	—	39.9	+	29.7
EXTERNAL TRADE							
Exports through B.C. Ports	\$'000	June	244,400	+	1.5	+	11.4
Imports through B.C. Ports	\$'000	June	112,100	—	10.8	+	6.8
INDEXES							
Vancouver Consumer Price Index	Index	July	127.3	+	0.4	+	3.0
B.C. Index of Employment (Industrial Composite)	Index	May	143.9	+	3.5	+	6.8

*Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

Source: Statistics Canada, Ottawa.
 Bureau of Economics and Statistics, Victoria.

Table A-4
ECONOMIC INDICATORS — B.C. FOREST INDUSTRY

	Unit	Latest Month	Amount	Change 70/71 %	Year to Date Amount	Change 70/71 %
PRODUCTION						
Timber Scaled	M.cu.ft.	June	141,500	+ 37.5	908,200	— 6.6
Lumber Sawn	M.f.b.m.	June	805,100	+ 38.3	4,296,900	+ 14.1
Plywood Production	M.sq.ft. $\frac{3}{8}$ "	April	162,100	—	624,100	— 0.9
Paper Production	Tons	June	163,800	+ 35.8	967,400	+ 8.3
Pulp Production	Tons	June	412,300	+ 25.3	2,405,800	+ 1.9
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	January*	147.09	— 4.7		
Saw, Shingle and Planing Mills	\$ per week	January	150.65	+ 11.6		
Veneer and Plywood Mills	\$ per week	January	140.99	+ 1.4		
Pulp and Paper Mills	\$ per week	January	186.15	+ 6.1		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	January	3.86	+ 10.3		
Veneer and Plywood Mills	\$ per hour	January	3.90	+ 9.6		
Pulp and Paper Mills	\$ per hour	January	4.47	+ 7.5		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	January	37.4	+ 1.6		
Veneer and Plywood Mills	Hours	January	34.5	— 6.5		
Pulp and Paper Mills	Hours	January	39.4	— 1.5		
EMPLOYMENT INDEX (1961 = 100)						
Forestry	Index	January	101.5	— 13.0		
Saw, Shingle and Planing Mills	Index	January	111.8	+ 2.9		
Veneer and Plywood Mills	Index	January	115.3	— 6.6		
Pulp and Paper Mills	Index	January	166.6	+ 3.5		

*More up-to-date data not available.

Source: Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
 Man-Hours and Hourly Earnings, Statistics Canada, 72-003.
 Bureau of Statistics, Victoria.

Table A-5
ECONOMIC INDICATORS — B.C. CONSTRUCTION

		Latest Month		Change 70/71 %	Year to Date	
	Unit	Latest Month	Amount		Amount	Change 70/71 %
Building Permits	\$'000	June	105,100	+ 147.3	371,086	+ 42.3
Housing Starts	Units	July	2,349	+ 101.8	11,492	+ 42.5
Housing Completions	Units	July	1,496	+ 29.7	10,206	- 4.4
AVERAGE WAGES AND SALARIES						
Building	\$ per week	January*	185.60	- 2.0		
Engineering	\$ per week	January	212.13	+ 14.1		
AVERAGE EARNINGS						
Building	\$ per hour	January	5.63	+ 5.2		
Engineering	\$ per hour	January	5.42	+ 8.4		
AVERAGE WEEKLY HOURS						
Building	Hours	January	32.5	- 9.0		
Engineering	Hours	January	38.0	+ 6.1		
EMPLOYMENT INDEX (1961 = 100)						
Building	Index	January	162.4	- 15.4		
Engineering	Index	January	65.6	- 9.3		

* More up-to-date data not available.

Source: Building Permits, Statistics Canada, 64-001.
 Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
 Man-Hours and Hourly Earnings, Statistics Canada, 72-003.
 Canadian Housing Statistics, C.M.H.C.

Table A-6
ECONOMIC INDICATORS — B.C. MINING INDUSTRY

	Unit	Latest Month		Change 70/71 %	Year to Date	
		Latest Month	Amount		Amount	Change 70/71 %
PRODUCTION OR SHIPMENTS						
Copper Shipments	'000 lbs	June	29,301	+ 8.1	133,665	+ 30.3
Molybdenum Shipments	'000 lbs	June	3,010	+ 3.8	15,141	+ 1.6
Lead Shipments	'000 lbs	June	20,420	+ 36.2	122,290	+ 11.0
Zinc Shipments	'000 lbs	June	21,139	+ 31.1	123,927	— 5.8
Crude Oil Production	'000 bbl	June	2,081	+ 1.9	12,638	— 1.0
Natural Gas Production	M.cu.ft.	June	23,973	+ 10.3	169,518	+ 1.0
*EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	January**	189.41	+ 11.2		
Average Earnings	\$ per hour	January	4.60	+ 12.7		
Average Weekly Hours	Hours	January	40.6	— 0.3		
*EMPLOYMENT INDEX (1961 = 100)	Index	January	148.4	+ 4.6		

*Earnings and Hours Worked and the Employment Index are for mining including milling.

**More up-to-date data not available.

Source: **Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.**
Man-Hours and Hourly Earnings, Statistics Canada, 72-003.

Table A-7
ECONOMIC INDICATORS — B.C. TRADE

		Latest Month		Change	Year to Date	
	Unit	Latest Month	Amount	70/71 %	Amount	Change 70/71 %
TRADE						
Exports through B.C. Ports	\$'000	June	244,400	+ 11.4	1,409,500	+ 5.4
Imports through B.C. Ports	\$'000	June	112,100	+ 6.8	662,500	+ 3.0
Exports through Vancouver	'000 tons	June	2,588	+ 38.5	13,667	+ 33.4
Imports through Vancouver	'000 tons	June	640	+ 185.2	3,259	+ 29.8
Retail Sales	\$'000	June	297,800	+ 15.2	1,594,751	+ 7.6
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	January**	146.08	+ 7.9		
Retail	\$ per week	January	104.19	+ 6.1		
EMPLOYMENT INDEX (1961 = 100)						
Wholesale	Index	January	134.5	— 3.2		
Retail	Index	January	149.1	— 5.0		

Source: **Retail Trade, Statistics Canada, 63-005.**
Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	33827 South Fraser Way	853-1112
Ashcroft	402 Brink Street	453-2221
Burnaby	4940 Kingsway	437-3761
Campbell River	437 Tenth Avenue	287-6212
Chilliwack	115 Yale Road East	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-3397
Duncan	250 Craig Street	748-8111
Fernie	692 Second Avenue	423-6621
Fort St. John	Knight Building, 10220 Mackenzie Street	785-6166
Fort Nelson	2nd Floor, Sikinni Building	774-2655
Hope	308 Wallace Street	869-5722
Houston	P.O. Box 730	845-2934
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Mission City	Corner Welton & Second Streets	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	407 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	214 Third Street	624-6231
Princeton	Bridge & Kinley Street	295-3934
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 315 First Street West	837-5106
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	545-2125
Victoria	1415 Vancouver Street	385-6711
Whitehorse	101 Federal Building	667-4238
Williams Lake	Old Federal Building, 153 Borland Street	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Room 1, 729 West Hastings Street	688-4611
Vancouver	King Edward Centre, 961 West 12th Avenue	731-4614
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5511
Vancouver	Vancouver Vocational Institute, 250 West Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	P.O. Box 237, Federal Building, 104-A Avenue	782-4541
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	317 Seymour Street	372-2123
Kingsgate	Kingsgate	424-5549
Nanaimo	P.O. Box 252, Federal Building, 60 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6231
Sidney	P.O. Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3627

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
-----------	---	----------

**IN CANADA *MORE THAN*
350 OFFICES *TO SERVE YOU!***

☆ *FOR THE JOB YOU WANT FILLED*

☆ *FOR THE JOB YOU WANT*

CANADA MANPOWER CENTRES

offer

☆ A comprehensive Labour Market Consultation Service for all employers in Business, Industry and the professions

☆ A Career Counselling, Training and Placement Service for all job seekers

CANADA MANPOWER CENTRE

CANADA IMMIGRATION CENTRE

DEPARTMENT OF MANPOWER AND IMMIGRATION

**Hon. Otto E. Lang
Minister**

manpower review

pacific region



Manpower
and Immigration

Main-d'œuvre
et Immigration



I12
M15



October-November-December 1971 (Vol. 4 No. 4)

The Manpower Consultative Service

A PRODUCT OF OUR TIMES



Automation, technological and other industrial changes frequently make it necessary for Canadian workers to participate in difficult and far-reaching adjustment programs in order to fit themselves for new conditions of employment.

In such circumstances the Manpower Consultative Service of the Department of Manpower and Immigration is available to encourage and assist labour and management in the development of manpower adjustment programs.

The Manpower Consultative Service is based on the concept that government, labour and management must co-ordinate their efforts in applying both private and public measures to solve manpower adjustment problems.

An effective manpower adjustment program, planned well in advance, paves the way to a new working arrangement and ensures that the transition will be made with a minimum of discomfort for both employers and employees.

Department of Manpower and Immigration



PACIFIC MANPOWER REVIEW

OCTOBER — NOVEMBER — DECEMBER 1971

Department of Manpower and Immigration
Manpower Information and Analysis Branch
Pacific Region Office

Foreword

The **Pacific Manpower Review** is published quarterly by the Manpower Information and Analysis Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

REGIONAL ECONOMIST,
DEPARTMENT OF MANPOWER AND IMMIGRATION,
1444 ALBERNI STREET,
VANCOUVER 5, BRITISH COLUMBIA.

L. S. McGill
Director General

S. L. Young
Regional Economist

TABLE OF CONTENTS

THE LABOUR MARKET	3
Employment and Unemployment	3
Population and Labour Force	7
Client Registrations and Vacancies	8
 DISTRICT DEVELOPMENTS	11
Metro Vancouver District	11
Vancouver Island District	13
Okanagan-Kootenay District	15
North-Central District	19
CMC Whitehorse	21
 JOB VACANCY SURVEY	23
 STATISTICAL APPENDIX	33
Client Registrations	34
Labour Market by Occupation	35
Economic Indicators	37
 CANADA MANPOWER CENTRES	41
 CANADA IMMIGRATION CENTRES	43

Table 1
POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA

	November 1971	October 1971	November 1970	Change November 70/71 %
	(Estimates in Thousands)			
POPULATION (14 and over)				
Men	804	801	774	+3.9
Women	811	809	783	+3.6
Total	1,615	1,610	1,557	+3.7
LABOUR FORCE				
Men	620	620	593	+4.6
Women	307	310	288	+6.6
Total	927	930	881	+5.2
EMPLOYED				
Men	571	589	537	+6.3
Women	290	288	268	+8.2
Total	861	877	805	+7.0
Non-Agriculture	838	852	788	+6.3
Agriculture	23	25	18	—
UNEMPLOYED				
Men	49	31	56	—
Women	17	22	20	—
Total	66	53	76	-13.2
	%	%	%	
UNEMPLOYMENT RATE	7.1	5.7	8.6	—
* PARTICIPATION RATE				
Men	77.1	77.4	76.6	—
Women	37.9	38.3	36.8	—
Total	57.4	57.8	56.6	—

* Labour Force as percentage of population 14 years of age and over.

Source: The Labour Force, Statistics Canada, 71-001.

THE LABOUR MARKET

During the fourth quarter, employment took a seasonal dip but in the overall for 1971, employment will likely show about a 36,000 increase over 1970, a 4.4 per cent growth rate.

At November the unemployed numbered 66,000 which was 10,000 lower than in November of 1970 but little different from the 1970 annual average of 67,000. The annual average unemployed for 1971 will approximate 65,000 people, and the forecast for 1972 is for a modest improvement on this performance, in consideration of the upturn expected in economic activity.

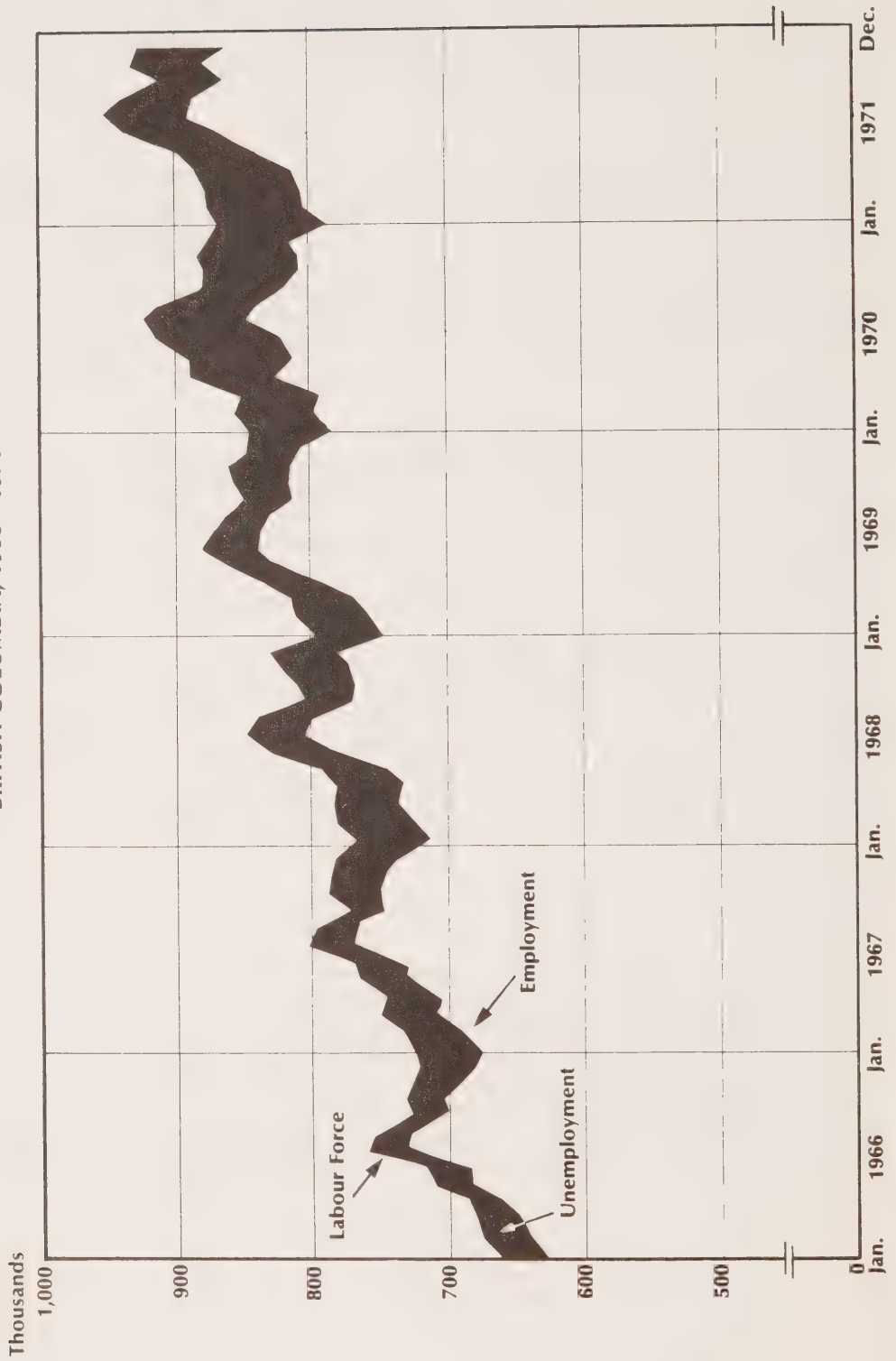
However, an apprehension on the labour scene is that 1972 is a major year for collective bargaining. During 1972, over two thirds of British Columbia's unionized work force will be entering into contract negotiations. The construction and forestry sectors have a particular significance for the economic well-being of this province and negotiations will take place in these sectors in March and June, 1972, respectively. Other important agreements for renewal during the year relate to the longshoring and tow-boat industries.

Aside from this apprehension, there is a general feeling of business optimism. The 10 per cent import surcharge has been removed and the United States is progressing in its plan directed towards re-alignment of world currencies. As the Canadian dollar moved with the American dollar in its devaluation, already there is some additional benefit to Canadian firms selling in European and Japanese markets. And as the United States is determined to right its economic ills, strengthening in that economy will undoubtedly reflect favourably on Canadian growth and employment in the long run.

Employment and Unemployment

During the last quarter of the year employment dropped quite sharply in the period October to November, some 16,000 jobs. Yet on a yearly comparison 1971 will show an annual employment gain of about 36,000 over 1970, a growth rate of 4.4 per cent and well above the national rate of gain of about 2.5 per cent. Thus for British Columbia 1971 has been quite respectable in terms of rise in jobs created, especially in relation to the performance of 1970 when only 15,000 additional jobs were generated. In the period 1966 to 1971, inclusive, employment growth in British Columbia has averaged 4.8 per cent yearly, and in those years growth attained a 6.0 per cent increase or better.

CHART 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA, 1966 - 1971

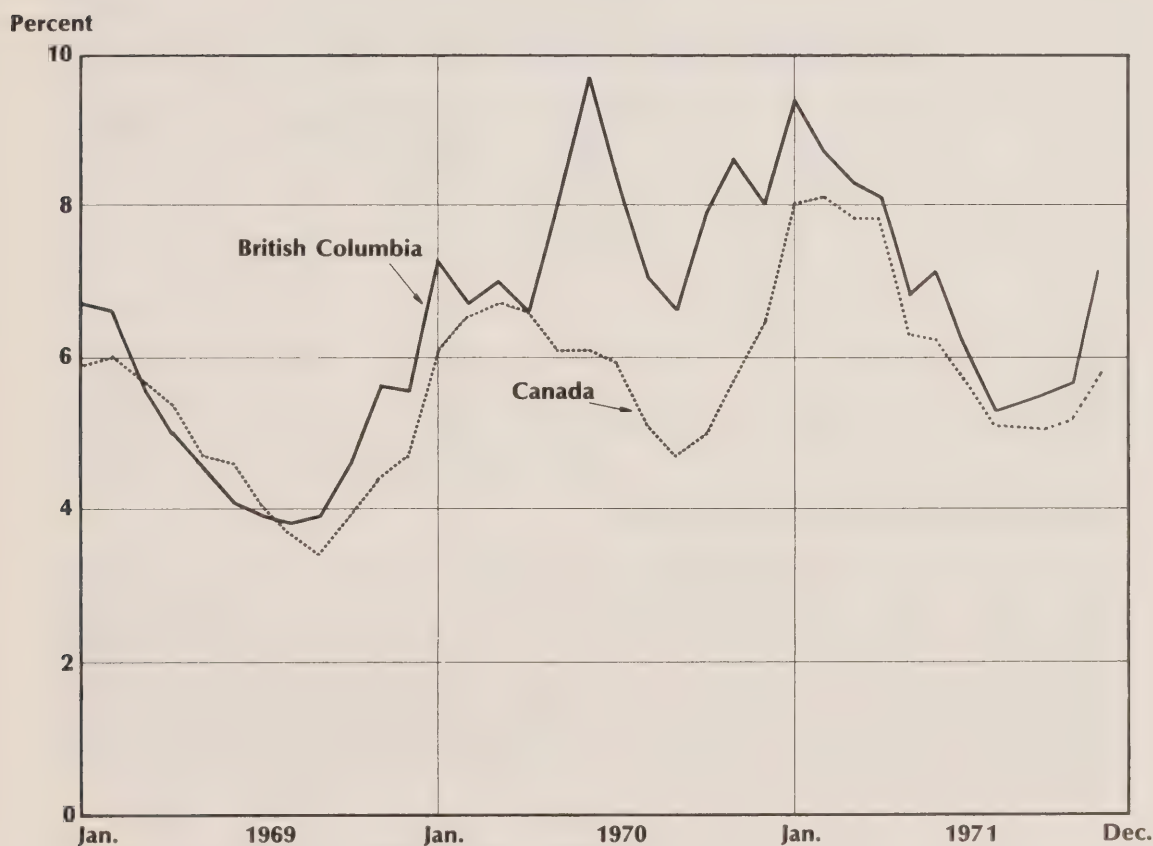


Source: The Labour Force, Statistics Canada, 71-001.

This dynamic growth performance far surpasses performance of the other regions of Canada.

In review of the changes in industry employment since November 1970, little change has taken place in the primary industries or in manufacturing, but in construction employment is higher by some 15,000. Together, primary industries, manufacturing and construction — which constitute the goods producing sector, produced more than 20,000 new jobs over a year ago. In the service producing sector, retail trade was the strong component, with nearly 20,000 new employment opportunities. The large employment sector of community, business and personal services, which comprises nearly one quarter of total employment, had no appreciable change in terms of new jobs.

CHART 2
UNEMPLOYMENT RATES
CANADA AND BRITISH COLUMBIA, 1969 - 1971



Source: The Labour Force, Statistics Canada, 71-001.

On an occupational basis during the last quarter there was a drop-off in employment of craftsmen, production process and related occupations but a fair gain in clerical occupations. This was reflected in that males bore the brunt of the seasonal drop in employment while females increased their total employment somewhat.

At November unemployment in British Columbia totalled 66,000, representing 7.1 per cent of the labour force. This was 13,000 higher than in October and certainly greater than the seasonal average increase in the last five years of about 5,000. For 1971 as a whole the average number of unemployed will approximate 65,000, down slightly from 1970. At November 1970 the actual rate of unemployment was 8.6 per cent of the labour force.

Commencing in the spring of 1971, the seasonally adjusted rate of unemployment moved lower, albeit somewhat erratically. At October, the 6.2 seasonally adjusted rate was the lowest rate achieved since April of 1970. However, November saw a reversal of trend with an adjusted rate of 6.9 per cent, higher than the national level of 6.6 per cent, yet still much improved over the provincial figure of 8.3 per cent November 1970.

Table 2
UNEMPLOYMENT RATES — CANADA AND REGIONS

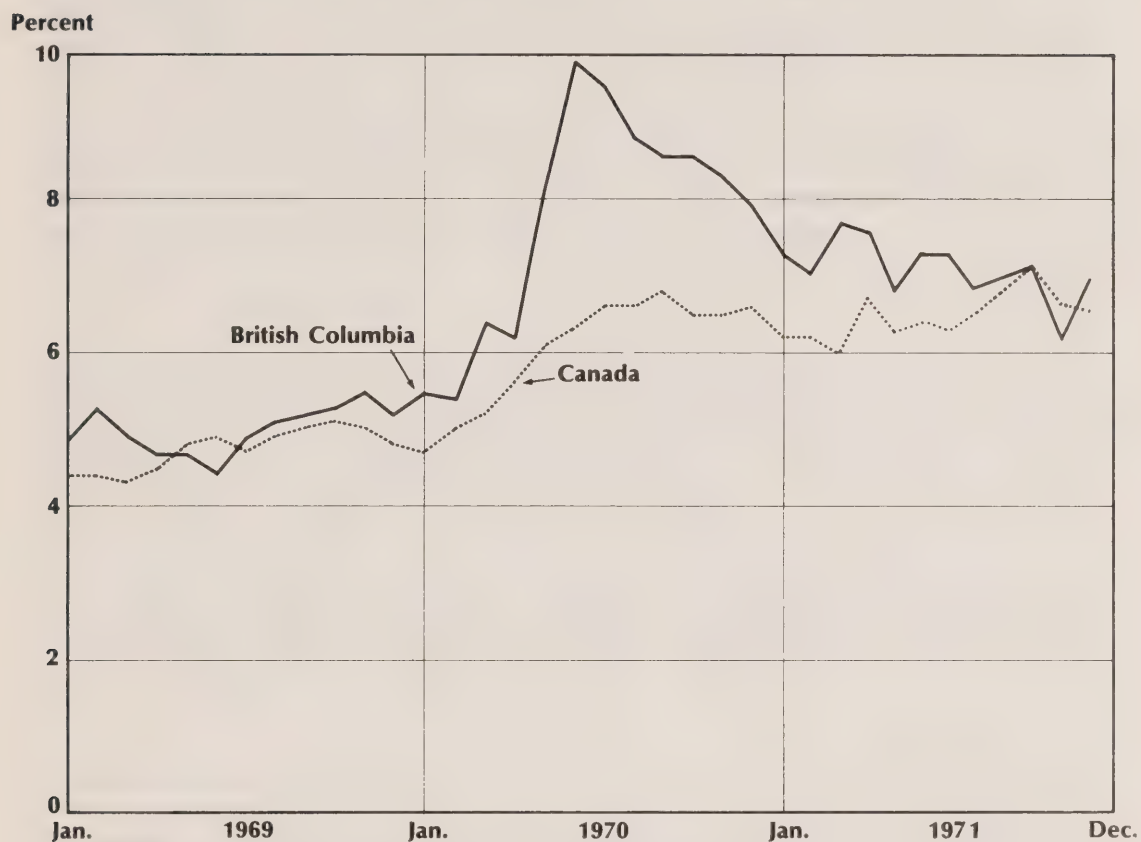
	November 1971 %	October 1971 %	September 1971 %	November 1970 %
Canada	5.8	5.1	5.0	5.7
Atlantic	8.0	6.6	6.4	6.3
Quebec	7.3	6.7	6.8	7.2
Ontario	4.6	4.2	4.1	4.0
Prairies	4.2	3.6	3.3	4.7
Pacific	7.1	5.7	5.5	8.6

Source: The Labour Force, Statistics Canada, 71-001.

For Canada as a whole unemployment during July - August - September averaged slightly under 5.3 per cent of the labour force. In October the rate fell to 5.1 but November saw a rise to 5.8 per cent, about the same level as November 1970. However, allowing for seasonal factors the adjusted rate has moved downwards from the 7.1 per cent of September, to 6.7 per cent in October and slightly better still to 6.6 per cent in November. This downward trend would indicate that the trade restrictive economic programs of the United States were not producing the sharp rise in unemployment originally feared, at least by this time.

Current unemployment rates across Canada are indicated in Table 2, while a comparison of unemployment in British Columbia with the national average over the past two years appears in Charts 2 and 3.

CHART 3
UNEMPLOYMENT RATES, SEASONALLY ADJUSTED
CANADA AND BRITISH COLUMBIA, 1969 - 1971



Source: The Labour Force, Statistics Canada, 71-001.

Population and Labour Force

Recently estimates of total population were made available by Statistics Canada and at June 1, 1971, British Columbia's population stood at 2,196,000, representing an increase of 3.4 per cent over the June 1970 estimate of 2,137,000. British Columbia topped the list as the fastest growing province, followed by Ontario and Alberta.

At November, the working age population (14 years and over) totalled 1,615,000 and the labour force 927,000. From a low in labour force of 870,000 in January, 1971, the build-up that commences in spring finally peaked in July at 950,000, representing a range in labour force change of 80,000 people during a single year. This wide range illustrates the broad fluctuations that take place and the problems of creating employment through regular economic growth. More specifically it demonstrates the importance of special job creating programs. For the year 1971 labour force will average about 910,000, about a 3.5 per cent increase over 1970.

From August's peak of 277,000 young people under 25 years of age in the labour force, there was the usual sharp seasonal drop in early fall, coincident with the return to learning institutions. However, even at November, this youth group numbered 230,000 of the total labour force, compared with slightly over 200,000 in November of 1970. Participation of the 14-19 years group is sharply higher than a year ago, and to a slightly lesser extent that these two youth groups did not return to school in the numbers expected.

It is well known that participation rates, i.e., the percentage of the working age population at work or seeking work — are not static and that rates are in constant fluctuation. Through the first half of 1971 to August, participation rates in British Columbia lagged behind the comparable months of 1970 but in the latter half of 1971, with increased opportunities for employment, participation resumed an upward trend. At November the overall participation rate at 57.4 per cent compares with 56.6 per cent a year ago.

During the first half of 1971 participation of females was below the level of 1970 but during the last two quarters of 1971 their participation picked up strongly. By November, the female participation rate at 37.9 per cent was above a year ago and resuming the characteristic upward trend of latter years.

Client Registrations and Vacancies

Statistics compiled monthly by Canada Manpower Centres across Canada provide an inventory of occupational skills available to fill job orders received from employers. Registered vacancies compiled on the same occupational basis give an insight into the demand side of the labour market. Thus a monthly cross-section of occupational supply and demand conditions in the separate labour markets served by Canada Manpower Centres is available for analysis.

For October 1971, the latest month for which statistics are available, total client registrations at the month end numbered 56,745 (33,383 men and 23,362 women were seeking employment). This total represents an increase of 9.8 per cent over the previous month, a normal pattern for October. It also represents a substantial decline of about 15 per cent from one year earlier. Registered clients by individual CMC are reported in Table A-1.

The total number of registered vacancies decreased to 3,362 in October, a drop of 21.3 per cent from the previous month, beginning the usual seasonal decline. Additional job opportunities this year were reflected in a rise of over 35 per cent in vacancies

from last October. The ratio of registered clients to vacancies decreased sharply from 27 to 1 last year to 17 to 1 for October, 1971. Vacancy data for men and women are no longer compiled separately.

Between September and October the seasonal increase in client registrations was distributed broadly over all occupational groups, with bench work occupations showing a slight decline, the only exception. Sharing the largest percentage month to month increases, (both over 11 per cent), were the clerical-sales, and professional, technical and managerial occupational groups. Registrations in architectural, engineering, surveying and business manager or manager trainee occupations accounted for a large part of the increase within the two groups. Most of these were from the Metro Vancouver District. Other large increases were evident among general office clerks, bookkeepers, salespersons and sales clerks. Some of these increases are attributed to clients not usually in the labour force seeking seasonal pre-Christmas employment.

From one year ago, a decline in the number of registered clients reflected a predominant strengthening in the employment situation for men. Only a slight reduction occurred in the number of women registered for employment compared to October of 1970. Corresponding to the large drop in the unemployment rate for men, the number of male clients registered showed a 20 per cent decline from one year ago. In the same comparison the number of registered female clients declined by only 4.4 per cent, again reflecting the higher unemployment rate for women.

Increases in client registrations between September and October are accompanied by declines in the number of registered vacancies. Among the major groups of occupations, clerical-sales declined by 25 per cent, services by 27 per cent, with farming and fishing exhibiting the largest percentage month to month decreases. Substantially fewer vacancies were received for general office clerks, hostesses, waiters, chefs, cooks and other food and beverage occupations.

Not all categories of vacancies showed declines, however. Reflecting the strong demand for construction tradesmen and the low level of last year's activity, the total of vacancies in structural occupations was more than 60 per cent higher than October 1970. A similar situation was evident among machine trades occupations. Automobile mechanics, heavy-duty mechanics and repairmen registered vacancies also increased. These occupations along with lumber graders and sawyers were required in all districts of the region. Other vacancies, existing for the most part in Metro Vancouver for highly qualified secretarial and domestic service occupations, were well above last year's total.

In the table under chart A-1 the percentage distribution of registered clients by occupational group is shown. When these distributions are compared to last year several major shifts in the distribution are evident. Clerical-sales occupations shifted from having 25 per cent of the total registrations in October 1970 to over 30 per cent in October 1971. Other major shifts over the year are exhibited by professional, technical and managerial occupations moving up 2 percentage points to 10.4 per cent in 1971 and services occupations also increasing by 2 percentage points to 16.4 per cent of the total.

By district, the distribution of client registrations remained relatively unchanged in October compared to the previous month and the same month last year.

Metro Vancouver with 30,954 clients shared over one-half of the total followed by Vancouver Island District with 10,858 clients and 18 per cent, Okanagan-Kootenay District with 8,270 clients and 14 per cent and the North-Central District with 6,663 clients and 11 per cent of the regional total.

Female client registrations represent 40 per cent of the total in the Vancouver Island District and 41 per cent in Metro Vancouver. In the other districts the proportion of female clients is slightly higher ranging as high as 43 per cent in the Okanagan -Kootenay District. More than 70 per cent of all female clients are registered for clerical or service occupations. This distribution is similar in all districts and reflects the somewhat narrower range of employment opportunities available for women.

DISTRICT DEVELOPMENTS

Metro Vancouver District

Throughout the fourth quarter of 1971 unemployment remained a major matter of concern in Metro Vancouver. Although the general level of employment was higher, substantially more clients seeking employment were registered with the area's CMCs. A normal fourth quarter pattern of client registrations shows a moderate increase from October to November followed by a decline in December as placements are made in the seasonal post office, retail store and other short-term jobs that develop each year. While more clients were registered for employment the number of vacancies notified also held up reasonably well compared to a year ago.

This year's greater than normal October to November increase in client registrations is attributed to several factors. Some new clients undoubtedly were attracted by the Special Employment Program and its requirement for hiring through Canada Manpower. Also, during the period two new Manpower Centres were opened in Surrey and Richmond. These new offices attracted additional numbers because of their accessibility to local residents. In-migrants and seasonal layoffs as usual account for another large proportion of the increase. Underlying all is the continuing pressure of labour supply as the working age population grows, adding greater numbers, particularly to the younger age groups of employment seekers.

Construction activity in the district did not slacken to the same extent as in other areas of the province and the number of vacancies received from the industry showed an increase between October and November. With the Special Employment Program providing additional stimulus to municipal works and increased expenditures generally on public works and housing, the strong demand for skilled construction workers will continue through the winter. Some of the winter jobs may be filled by laid-off workers from outside of the district but by spring the shortage of skilled workers could become more severe. For the ten months ending in October 1971 building permits in Metro Vancouver reached the highest level recorded in several years, in value more than double the same period of last year.

Manufacturing is one sector that exhibited more slackness during the fourth quarter but the employment declines were not evenly spread. Construction related wood industries and metal fabricating activity remained strong. Plywood, lumber and shingle mills operated at near capacity levels. Most affected by decreased demand were manufacturers of machinery and equipment, reflecting lower capital investment in mining, and pulp and paper manufacturing. How much local firms have been affected by the restrictive U.S. economic measures remains difficult to determine. No large layoffs have occurred but the manufacturing sector apart from the woods industries in Metro Vancouver is composed of a large number of small to medium size firms; thus single plant layoffs are not large and therefore not readily noticed. Shortages of millwrights, electricians, mechanics and other skilled maintenance workers still appear.

In transportation and storage, the strong surge in port activity that took place during the summer carried over into the fourth quarter. After a temporary settlement of the U.S. longshoremen's strike in September a considerable backlog of freight was left to handle. Notwithstanding the extraordinary lift given by that event, a generally higher level of port activity was evident. November deep-sea ship movements through the port of Vancouver showed a sharp rise over November last year. Japanese ships were the most numerous arrivals. An increased demand developed for clerks with cargo freight forwarding experience.

Reflecting a higher level of consumer income and the opening of new shopping centres the number of vacancies received for jobs in retail trade showed a significant increase over the same period last year. However, few of the positions offered more than twenty hours of part-time work per week. This trend has become a well established practice among department stores.

A more or less flat employment growth trend was exhibited by the finance insurance and real estate sector in the fourth quarter of 1971. Steady growth in the banks, finance and trust companies is partly offset by declines in brokerage firms affected by the lower stock exchange volumes. Vacated positions of stock salesmen are usually left unfilled. A steady demand remains for secretaries, stenographers and typists. Becoming larger is the shortage of skilled key punch operators that began to develop about three months ago.

Increased travel and special events connected with the Grey Cup Festival held in November helped to maintain a reasonable level of demand in the hospitality industries. A better level of consumer income has created a stronger demand for workers in personal service occupations. Restaurant receipts again are on the increase after dropping in 1970. Workers in services to business management however, have not fared so well. Included are occupations utilized in consulting, architectural, engineering and other firms that are centered in Vancouver but offer services to the province as a whole. Many of these firms are affected by curtailed investment intentions in mining, pulp and paper and generally the whole primary sector.

Looking ahead into 1972, increased client registrations are expected over the winter months but this year's Special Employment Program should alleviate much of the pressure. It is more extensive than any previous effort and was mounted early enough to be effective at the critical period of peak seasonal unemployment. For skilled workers, especially in construction trades, a reverse is expected of last year's situation when large numbers were unemployed. Into the spring and through the remainder of 1972 industrial relations assume great importance in the labour market. Contracts for most of the construction trade unions expire March 31, 1972. Other major contract negotiations during 1972 will involve the teamsters, woodworkers, longshoremen, tow-boat workers and hotel employees.

A great deal of uncertainty clouds the outlook but given the stimulus of special programs and improvement in international trade, a rate of employment growth at least sufficient to offset an estimated labour force growth rate of 3.5 per cent is a prospect for 1972 in Metro Vancouver. Construction employment levels should be maintained through the year. Transportation and storage will continue to show employment increases but the largest employment growth is expected in the other service producing indus-

tries as Vancouver moves increasingly towards its major role as the financial and distribution centre for Canada on the Pacific Rim.

Vancouver Island District

Employment levels above those of a year ago were maintained throughout the final quarter of 1971 but high unemployment remains the most notable aspect of the Vancouver Island District economy. Although most industrial sectors are now operating at levels substantially above the lows reached in late 1970, and hiring patterns appear to be returning to the more normal conditions of 1969, employment growth, unlike the rest of the region, has not proved sufficient to absorb, to any extent, the stock of unemployed manpower available earlier this year. The number of clients without employment registered at Manpower Centres in the District has shown a gradual but definite increase throughout the year.

Construction activity continues in its supportive role to the District economy. Projects are predominantly government financed with a considerable amount of infrastructure renovation now taking place. Municipal sewerage, water-works and arena developments are typical of activity in most localities; added to by school expansion and renovations. This segment of the construction industry has sufficient projects on hand to maintain employment levels into next spring with a boost being provided over the next few months by an additional \$3 million, the Vancouver Island share of the \$21 million allocated to B.C. for municipal winter works programs.

Additional construction activity over this winter is being generated by Department of Defence spending of \$1.5 million on housing and wharf renovations both at Comox and in Victoria. Good levels of housing development, spurred by CMHC funded low-cost housing, rounds out the construction picture. The strong pick-up in construction employment which occurred initially in late summer in the District, has accelerated slightly during this last quarter. However the supply of manpower has remained ample; even increasing over last year and no skill shortages have emerged.

Apart from an early closure due to adverse weather conditions the logging component of the forestry sector continued strong during this quarter. Workers who are able to transfer to higher-paying construction work have taken advantage of expanded construction activity affecting slightly the supply of experienced woods workers. Although the normal Christmas closure of logging camps may be extended if the recent heavy snowfall remains, a shortage of logs, caused by bad weather and industrial relations problems with fallers during November and December, will provide impetus for an early opening of major camps.

The manufacturing side of this sector covering sawmills, plywood mills and pulp and paper manufacturers presents a different picture. Lumber production has expanded considerably in response to increased domestic and U.S.A. demand but productivity increases in this sector have been noticeable in the last few months with employ-

ment remaining static. Pulp and paper mills in the District have generally maintained basic employment levels with slightly reduced production and building-up of inventories. Short-term closures such as the Harmac closure over Christmas are the main measures being taken to ease inventory levels. Hiring in this sector has been soft, with many "fringe" jobs not being filled. However a shortage of qualified millwrights with pulpmill experience remains a problem.

The Utah mining development at Port Hardy has continued on phase. Ore was stockpiled for the first ship, which called in mid-December. Present employment at the mine stands at just over 300 hourly-rated workers and 100 salaried personnel. Approximately another 50 people will be hired before the full work-force is reached. Campbell River north to Port Hardy remains the most active employment area in the District with vacancies running consistently at 50 per cent above last winter. Road construction north of Campbell River appears to have been given priority and development of shopping centre facilities and apartments is now starting at Port Hardy.

The Vancouver Island District followed the regional trend to greatly increased retail sales in the final quarter of the year, with the consumer now definitely back in the market for durables, especially television sets and appliances. However the marked change-over to part-time from full-time employment that has been taking place in this sector throughout the year has limited pre-Christmas hiring, as the majority of large stores only extended hours of part-time employees to deal with the Christmas shopping peak.

Employment in other service producing sectors settled back from the high levels of late summer, to slightly above last winter. The number of vacancies notified to Manpower Centres in the District is higher than a year ago but is not yet at the levels of late 1969 and some considerable discrepancy between localities in the pick-up of employment in the service sector is beginning to show. Hiring in the Victoria area is still substantially below that of late 1969, while the northern part of the Island has consistently reported good increases in placement activity.

As of December 1st the District Manpower Centres reported a slightly increased list of occupational shortages (i.e. vacancies remaining open for at least a month). Millwrights and electricians with pulp mill experience, specialized automobile mechanics, heavy-duty mechanics and insurance salesmen are in shortage in one or more centres. Additional shortages are: Victoria, saw-filer, tailor; Nanaimo, food service supervisor, director of occupational therapy; Powell River, instrument repairman, welder, marine engine mechanic, cosmetologist; Port Alberni, hairdresser; Campbell River, hospital orderly, automobile salesman.

Considerable surpluses of workers are still reported in the clerical, sales and services occupations, as well as the unskilled labouring category throughout the District. Allocation of funds from the Local Incentives Program to localities with high unemployment, particularly the Victoria and Courtenay areas in the Vancouver Island District, should provide some alleviation to these surplus categories but with the numbers involved a high carry-over into next year is certain.

Okanagan-Kootenay District

Recruiting by employers through the District's Manpower Centres during October and November 1971 increased in most sectors over that recorded for the same months of 1970. A sharp drop occurred in agriculture attributable to the reduced demand for pickers to harvest a significantly smaller apple crop in 1971. The number of vacancies listed by employers at Manpower offices in the District for October and November, excluding agriculture, rose twelve per cent above the same period of 1970.

Although official estimates of unemployment from the monthly Labour Force Survey are not available for this District, operational statistics would tend to indicate that the unemployment rate approximated that of the Region, estimated at 5.7 per cent in October and 7.1 per cent in November. As in previous years, the number of unemployed clients registered at Manpower Centres rose slightly in October from the yearly "low" in September. Seasonal layoffs in the construction and hospitality industries contributed to the substantial increase that occurred in November. Little change is forecast for December but a further rise can be expected to take place during the January - February period, normally peak months of unemployment.

A brief review of the more important industrial sectors follows. Special emphasis has been given to the construction industry because of its importance as a sensitive indicator of economic activity in this District.

Work on several major industrial projects and buoyant residential building activity maintained the District's construction work force at a high level during October and November, tapering off slightly in December with the onset of winter. Employment at the Kamloops pulp mill expansion, the Mica Dam power project north of Revelstoke, and at new mine construction sites in the vicinity of Ashcroft, Sparwood and Princeton, approximated 5,000 during October and November, dropping by about 1,000 in December following the annual winter layoff of Mica Dam crews. Work on numerous smaller projects underway during the previous quarter together with start-up on several new contracts awarded during the current period was sufficient to maintain overall employment levels in this sector almost at a par with that prevailing at the end of the third quarter.

Residential construction continued at a very high level during October and November. The value of residential permits issued between January and November 1971 at selected key communities in the District was almost twenty-five per cent higher than the 1970 total, itself a record year. New dwelling units started during October and November in Greater Kamloops and Kelowna again exceeded the 1971 monthly average of 120 per month at each of these rapid growth centres.

Strong demand for construction tradesmen continued throughout the current period, both for union members on major industrial projects, and also for non-union workmen, primarily on residential building and smaller jobs not subject to union jurisdiction.

The normal seasonal decline in construction activity will reduce employment in this sector during the first quarter of 1972. In addition a further contraction can be ex-

pected to occur in this period as construction on major mine and forest industry developments in the Kamloops, Fernie and Princeton areas nears completion next spring. However, commencement of work on several proposed new projects should maintain activity in this sector at a reasonably good seasonal level. These include new medium-sized motor hotels at Kamloops, Vernon and Sparwood, a \$2.8 million retirement home in Penticton, and two bank buildings at Kamloops. In addition a substantial buildup in construction crews is expected to develop by April at the Highmont mine site in the Highland Valley southwest of Kamloops. A definite pickup in this sector is also expected to occur in the West Kootenays by late spring, spearheaded by increased activity on provincial public works, highway, and power projects in the Trail and Nelson areas, and building of new plant facilities under the Federal Government's Regional Incentives Program at Trail and Grand Forks.

Strong demand for lumber in the key U.S. mid-west market continued during the last quarter of 1971. Nearly all mills in the District operated near peak capacity.

Employment remained relatively unchanged from that prevailing during the previous quarter. Shortages persisted throughout the period for millwrights, lumber graders, sawyers and planermen. Although a slight seasonal reduction in employment may occur during January and February these occupations are expected to continue in short supply.

Veneer and plywood production remained stable during the period under review. Phasing in of new plant capacity at Nelson and Merritt should create about 100 additional jobs early in 1972.

Columbia Cellulose Ltd. shut down its pulp mill at Castlegar for three weeks in November, idling 125 men. Sluggish world markets for pulp was given as the reason for the temporary plant closure.

Logging operations maintained production at peak capacity during October and November. The volume of timber scaled during these two months in the current year was well above that recorded for the comparable period in 1971, boosting the total footage for the first eleven months of 1971 to almost ten per cent above the tally to the end of November 1970. The annual Christmas tree harvest in the East Kootenay area, valued at \$1 million, provided employment for an estimated 600 casual workers during this quarter, adding further strength to the forestry sector.

Curtailement of pulp production by Columbia Cellulose caused some layoffs of loggers at Nakusp in the Nelson area during December. Further cutbacks in logging crews could occur in January, particularly in those areas of the District subject to heavy snowfall.

Strong demand for experienced fallers, skidder and log loader operators persisted throughout the current period. However, pressure for workers in these occupations should ease slightly during January, dependent to a certain extent on the severity of the winter.

A further buildup of pre-production crews at new mines in the Fernie, Princeton and Kamloops areas between October and December was largely offset by closure of

Cominco's "Bluebell" property at Riondel, east of Nelson, and cutbacks in staff of Canadian Explorations Ltd. at Salmo, and by Granby Mining at Greenwood in the Nelson and Trail areas, respectively. Phasing in of Kaiser Resources' renovated coal preparation plant in November, subsequently followed by fire damage in December, idled crews for almost a month at the Sparwood site.

Commencement of production at major surface mines in the Kamloops, Fernie and Princeton areas during the first half of 1972 should add at least 500 more workers to the District's mining payrolls. Possible closure of a small mine near Trail early in 1972 would affect an estimated 45 employees.

The chronic shortage of underground miners, engineering equipment mechanics and electricians for coal mines in the Fernie area continued during the period under review. Recruiting for new surface mines, scheduled to start production during the first half of 1972, will create strong demand for bulldozer, shovel and grader operators, drillers and heavy duty truck drivers and further intensify demand for workers in existing shortage occupations.

The first class of trainees graduated from the recently established mining school at Rossland in October, and were immediately placed in employment. Another twenty potential vacancies have been located for the second group now in attendance at the school.

Since the annual holiday shutdown in August, Cominco has added an estimated 150 employees to the work force at the Trail smelter to meet increased production quotas generated by favourable market conditions for lead, zinc and ammonia. Phasing in of the new zinc roaster plant is expected to idle about 70 employees by year-end, including a few pipefitter-steamfitter apprentices.

As in past years processing of tree fruit crops in the Okanagan Valley highlighted activity in manufacturing sectors exclusive of the forest industry. Normal seasonal layoffs are expected to take place in this industry during January.

Employment at mobile home and trailer plants was relatively stable during the current quarter and no change is anticipated during the first quarter of 1972.

The impact of the Regional Incentives Program is beginning to produce positive results towards establishment of new secondary manufacturing plants in the Kootenays, especially at Trail and Grand Forks. The more important projects committed for this area that could be operational by spring are listed below.

Firm	Product	Employment
Western Pemco Ltd., Trail	Pre-fabricated sewage treatment units	Start 82 employees, increasing to 125
Geniecorp Enterprises Ltd. Grand Forks	Inflatable fabric buildings	Start 29 employees, increasing to 97
Coastal Industries Ltd. Cranbrook	Recreational Furniture	Start 40 employees, increasing to 70

A foreign firm is also planning to reactivate the pressed board plant of Parta Industries Ltd. at Grand Forks which could create 45 new jobs by late spring for local residents.

The demand for workers in these plants will be primarily for semi-skilled workers. An adequate supply should be available locally to meet the manpower requirements that are expected to develop when production gets underway.

Agricultural activity dropped sharply towards the end of October following completion of harvesting of tree fruits and grapes in the Okanagan and Creston areas. A disappointing apple crop, only about 60 per cent of normal, will place a further severe strain on the already depressed farm economy in the Okanagan.

Seasonal employment in packing houses during the current period was substantially below the level of previous years. An old established operation at Westbank, near Kelowna, went into bankruptcy in October, further aggravating the local employment situation in this community. Only permanent staff will be kept on the payroll at most packing houses in the District after December.

Activity in the service producing sectors declined during the quarter, reflecting the seasonal downturn in tourism which occurred early in November. However, October was a very good month in the hospitality sector, particularly at Kamloops and Penticton.

Requirements for cooks, waitresses and chambermaids declined towards the end of October. Turnover demand in these occupations continued to be very high at Cranbrook due to poor wages and working conditions prevalent in this area for these occupations. The shortage for licensed hairdressers and cosmetologists persisted in the District during the current quarter. Orders for cooks and waitresses at isolated locations were also difficult to fill.

A gradual increase in the number of retail outlets at recently opened shopping centres at Kelowna and Sparwood continued during the period. For the District as a whole the overall level of activity in this sector was reasonably good with the usual pickup for the Christmas trade getting underway towards the latter part of November. However, recruiting was generally limited to hiring of part time help. Many stores merely placed their temporary workers on a full time basis to meet their increased manpower requirements.

The high level of activity which prevailed in the construction and forest industries during the quarter under review maintained employment in transportation, communication, finance, insurance and real estate at a good seasonal level throughout the District. Strength in these sectors was very evident in the Kamloops, Cranbrook and Kelowna areas. Hiring of temporary postal help provided a few weeks work for several hundred workers throughout the District in December.

North-Central District

Following the provincial pattern, the strengthening trend evident in the North-Central labour market since the spring was interrupted by an unusually sharp deterioration in November. The demand for labour displayed only a seasonal decline, but the number of persons looking for work through District CMCs jumped by some 25.0 per cent — a considerably larger increase than normal for this time of year. The ending of the tourist season, further layoffs in the mining industry, another closure of the Prince Rupert pulp mill and the commencement of seasonal layoffs in construction, contributed to this situation. In addition, unseasonably mild weather through November prevented the normal “post freeze-up” resumption of logging operations which, in previous years, has offset much of the winter decline in other industries.

However, excepting the 350 jobs lost through suspended operations at two mines in the District, and the temporary loss of approximately 700 jobs at the Columbia Cellulose pulp mill and in supportive logging operations, the causes of the present deterioration are primarily of seasonal nature. With freeze-up now imminent, an upturn in logging activity is likely to boost employment significantly during the next few months. This, with the spillover of construction activity from the building boom of last summer and the development of new sawmill capacity at various locations in the District, should help to improve conditions through the next quarter.

In the present situation, the increase in unemployment has been shared by both men and women, although males have fared somewhat better than females. Unemployed men now outnumber women by only 1.75 to 1, well below the 2.4 to 1 ratio of the same period last year. This shift is due to an appreciable increase in the number of women entering the labour market to supplement family income. However, in the absence of available jobs, this serves only to raise the female unemployment rate.

Geographically, unemployment appears to have increased from last year in all CMC areas except Quesnel, Williams Lake and Terrace. The improvement in the Cariboo can be attributed to activity generated by construction of the new mine site at McLeese Lake and the new pulp mill at Quesnel. The lower level of unemployment in the Terrace CMC area is more difficult to assess in view of the present slackness in the area's logging economy. Most likely, it is due to an outmigration of people who had entered the area last year looking for employment at Bulkley Valley Forest Industries' new plant in Houston, or at the Eurocan Pulp and Paper operation in Kitimat.

Although the above outline provides a general picture of unusual seasonal slackness in the local economy, shortages in certain occupations have become critical. In particular, the demand for qualified sawmill and pulp mill millwrights and electricians is far in excess of the available supply; nurses are still in shortage for new hospitals in the Dawson Creek and Prince Rupert CMC areas; hairdressers remain in persistent shortage; and a continuing shortage of lumber graders persists in the Cariboo. Of the main labour surpluses, construction trades are now starting to move into normal seasonal slack.

Reviewing the major industrial developments of the past quarter, the primary industries were again dominated by layoffs in the mining sector. The Boss Mountain molyb-

denum mining operation of Brynnor Mines (in the Williams Lake CMC area) has suspended operations for an indefinite period, laying off a total of 175 employees. While there should be little difficulty in relocating most of these at other mining operations in the province, the lost payroll will likely have a strongly depressing influence on the whole economy of the 100 Mile House area. The other mining layoff occurred at the Churchill Copper operation north-west of Fort Nelson, affecting 170 employees. Both companies attribute their closures to weak market demand and the appreciation of the Canadian dollar. Indications are that weak markets will persist for some time and it can be assumed that the above closures will remain in effect for a similar period.

Other mining operations being readied for production are progressing on schedule for start-ups in the first half of 1972. These are Bradina Mines near Houston, Bell Copper on Babine Lake, and Gibraltar Mines near McLeese Lake. Brameda Resources' coal property near Chetwynd remains in the development stage, with approximately 100 men now employed at the site. A production decision is expected in the first half of 1972.

In the forest products sector, a strong lumber market has created pressure to maintain sawmill production and employment at a high level. As noted above, mild weather curtailed logging employment through November, causing a depletion of log inventories and in some instances, a few layoffs at some sawmills. However this weakness is likely to be eliminated as winter logging moves into full production.

New additions to existing sawmill capacity will further increase manpower shortages currently prevailing in the industry. Plateau Mills recently opened its new \$25 million 75 M fbm/year sawmill at Vanderhoof, with a staff of over 80 men; and the new British Columbia Forest Products stud mill recently commenced production at Mackenzie with 40 employees. Scheduled for completion by early 1972, Eurocan Pulp and Paper's new 25 M fbm/year sawmill at Francois Lake will employ about 95 men, and an expansion program at Fort Nelson Forest Industries is expected to provide jobs for about 60 additional workers. Also scheduled for production in the Spring will be the Bond Brothers' sawmill near Vanderhoof and another new sawmill near Takla landing. Between them these two plants should employ close to 100 workers. A final item in this incomplete list of capacity expansions is the planned rebuilding of the Appollo sawmill near Fort St. James, recently destroyed by fire. The rebuilt plant, together with a new planer, will employ approximately 50 men. With all this new capacity coming into production, severe labour shortages are likely to develop. At present, sawmill millwrights, electricians and lumber graders are in critical shortage and difficulty is being experienced in filling vacancies for sawyers, saw filers, edgemen and planermen in a variety of locations.

The construction sector is still enjoying brisk activity due to the carry-over of several major projects from the summer. Some layoffs have occurred to date but in the main, the season has lasted longer than usual and employment levels are likely to remain above normal for much of the winter.

The seasonal curtailment in the service-producing sector was the greater contributor to the overall employment decline through the fourth quarter. This, together with the higher rate of female participation in the labour force, already noted, accounts for the large increase from last year in female unemployment relative to that of males. In general, employment in the service-producing industries is very little improved from last year

and surpluses of workers in the various activities associated with this sector are likely to remain for the balance of the winter. By early December, there were indications of a mild upturn in hirings by retail establishments preparing for Christmas activity, but this will have little effect in reducing the total number of persons looking for work. Occupational shortages in the sector are very much the same as those reported in the last issue of this Review. Nurses are still in shortage, although the situation has eased slightly from the last report. Isolated vacancies for other occupations in the health services sector have now been filled. In the trade sector, licenced automobile mechanics and automobile body repairmen remain on the persistent shortages list. Hairdressers, housekeepers and legal stenographers are also in strong demand.

In outlook, the District's labour market should strengthen from the temporarily depressed level of November. Strength in logging and lumber manufacturing, together with an above normal level of winter construction activity will be the major stimulants. These will offset the normal winter slack in the service producing industries. New capacity in the lumber manufacturing sector coming on stream through the next quarter will offset most of the recent decline in the mining industry. By mid-1972, the three new mines now being readied for production will expand employment significantly. With these developments on hand, the present shortages of skilled maintenance trades are expected to persist at least for the foreseeable future.

CMC Whitehorse

Employment in the Whitehorse CMC area declined steadily through most of the third quarter which is a normal situation for this time of year. This shift caused a reduction in job opportunities and net increase in unemployment. However, relative to last year, the local labour market is showing signs of considerable strength. During the past three months the number of unemployed clients on file is down almost thirteen per cent from the comparable period of 1970 while job openings notified to the CMC by local employers over the same period are about twenty-five per cent higher than a year ago.

Statistics reviewing the current year, now becoming available, bear out the relatively healthy condition of the local economy. An additional 30,000 tourists passed through the Territory in 1971, a gain of some twenty percent over the 150,000 visitors of 1970. Supplementing the increased income derived from this source, the 1971 value of mining output has grown by almost twenty-five per cent from last year and is now over the \$100,000,000 mark.

Factors mainly responsible for the fourth quarter strength in the labour market, relative to last year, include a slightly higher level of construction activity and a greater volume of hirings by the Territorial Government. The former is apparent from an increase in the number of projects closed in for winter completion, the latter to expanded government requirements for female office staff such as stenographers, clerk-typists and general office clerks. A mild upturn in hirings by retail outlets for the Christmas period became evident by early December, although the addition of workers is not expected to produce any significant reduction in unemployment.

By occupation, unemployment remains heaviest in the clerical, service, and construction-oriented occupations. Between them, these groups account for almost three quarters of the area's unemployed and are likely to persist as occupations with a surplus supply for the rest of the winter. Skilled tradesmen for the mining industry remain in limited supply locally, also electricians and heavy duty mechanics are in shortage.

Very little has been reported for new industrial developments during the fourth quarter. Hudson-Yukon's new Welgreen Mine, originally scheduled to commence milling operations in September, has delayed its start date until early in 1972. With approximately seventy production employees now on the payroll, a further employment buildup at the site is anticipated shortly after Christmas. At Faro, Anvil Mines is progressing with construction and installation of an additional concentrate dryer and pollution-control equipment at a cost of \$950,000.

Of other major construction projects reported recently, the building program for the hotel, shopping centre and additional housing at Faro has now been completed; the new \$1,000,000 Y.M.C.A. at Whitehorse was opened in November; the \$3,000,000 shopping centre at Whitehorse is now enclosed and will provide winter employment for construction trades; and work is continuing on the \$450,000 extension to the Whitehorse Regional Library.

In brief, the outlook for the area's labour market over the next quarter is for a fairly normal seasonal pattern. Unemployment can be expected to rise somewhat through the winter months, with the greatest concentration in the unskilled occupations. On balance, however, conditions should remain healthier than last year and there is likely to be a continuing demand from the mining industry for ticketed tradesmen.

JOB VACANCY SURVEY

On December 23, 1971 the Department of Manpower and Immigration and Statistics Canada jointly released the first data from the Job Vacancy Survey which is conducted by Statistics Canada, under contract, for the Department of Manpower and Immigration. The analysis and statistical data cover the period from the third quarter of 1970 up to and including the third quarter of 1971.*

Summary

The job vacancy survey is a sample survey conducted by both mail and interviews among all employers except those classified to agriculture, domestic service, fishing and trapping and the military. More than 90 per cent of employment in Canada is provided by employers surveyed. Estimates are based on surveys conducted twice a month covering approximately 35,000 job vacancy reporting units each occasion. These are units of enterprises or firms for which job vacancy information can most conveniently be reported. Published survey results represent averages of six observations obtained over a three month period.

There has been an impressive amount of information on labour supply for some time. Until recently, labour demand information was limited to employment or 'filled' demand. This survey now provides new information on the 'unfilled' demand for labour by producing estimates of job vacancies classified by occupation, region and industry.

The data produced by the survey are an important addition to the information used by the Department of Manpower and Immigration in the planning and implementation of its manpower programs. To carry on these programs it is essential to know what skills are required and where, so that steps can be taken to increase the employment opportunities of individuals and meet more closely the economy's requirements. This survey will thus contribute to the effectiveness of the training, counselling and mobility programs and the immigration selection procedure by providing comprehensive information on the occupation, geographical and industrial distribution of job vacancies. The data will of course have important uses by other government departments both federal and provincial, educational institutions, employers and the general public.

What the data measure — The survey measures unfilled vacancies at six points in time throughout the quarter which are averaged to obtain quarterly estimates. A short reference period (one day) was selected to make it easier for respondents to recall vacancies and six reference days were chosen to make the survey workload manageable. Thus, the estimates should be interpreted as an approximation of the general level of vacancies at any day in the quarter. The reader must bear in mind that the estimates do not purport to measure all vacancies arising (and being filled) during the quarter, which would, of course, be a larger number.

* The analysis is by the Department of Manpower and Immigration. The statistics are from the job vacancy survey conducted by Statistics Canada.

Some of the highlights — The survey showed that in the third quarter of 1971 there were, on an average, about 38,500 vacant jobs in Canada for full-time employees, 15 per cent more than in the third quarter of 1970. When job vacancies for temporary and part-time employees are included, the total averages about 44,300. Because of the relatively short period for which the data are available, little is known about the factors affecting the level of vacancies. However, levels are no doubt affected by seasonal, cyclical and other influences.

Of full-time job vacancies in the third quarter of 1971, just under one half were in white-collar categories.* The main components were: Professional, Technical and Managerial: 7,500 vacancies (19%), Clerical and Sales: 11,000 vacancies (29%).

A strong increase of 35 per cent occurred between the third quarter of 1970 and the third quarter of 1971 in the Clerical and Sales category. The Professional Technical and Managerial category increased by 10 per cent, while occupations in the blue-collar group as a whole showed a smaller increase of 7 per cent.

About two-thirds of full time job vacancies were in three Industry Divisions in the third quarter of 1971: Manufacturing (23%), Service (23%), and Trade (20%). No other division exceeded 9 per cent.

Regional distribution of full-time vacancies for the third quarter of 1971 was as follows: Ontario (45%), Quebec (19%), Prairie Region (15%), Pacific Region (12%), and the Atlantic Region (9%).

Definition**— To obtain data that are comparable for all employers and over time, it was necessary to define a vacancy in a rigorous way. Not acceptable, for example, is an employer's 'feeling' that another employee is needed — he must have a specific job available for which some recruiting action has been undertaken.

Job vacancies reported here include:

- i) jobs which are available immediately.
- ii) jobs for which employers have undertaken, within four weeks prior to the reference date, some specific recruiting action to fill the vacancies, e.g., advertised, contacted Canada Manpower Centres interviewed walk-ins, etc.
- iii) jobs which are vacant for the entire reference day.
- iv) jobs which are available to persons outside the firm.

The development of a practical and unambiguous definition resulted in the exclusion of certain types of job openings from the estimates as illustrated below:

* Occupations are classified according to the *Dictionary of Occupational Titles*, Third Edition, U.S. Dept. of Labor.

** For a detailed description of concepts and methodology see *Job Vacancy Survey: Technical Appendix*, available on request.

- ‘available immediately’ excludes vacancies for jobs which have a future starting date. These are quite important in certain occupations (e.g., teachers) and data on them are being collected. Problems of measurement, however, preclude their publication at this time.
- ‘specific recruiting action’ excludes not only all those jobs where no recruiting action was undertaken, but also job ‘vacancies’ for which recruiting action ceased four weeks prior to the reference day.
- ‘vacant for the entire reference day’ excludes instant-fills, that is, jobs that can be filled immediately from employers’ or unions’ waiting lists.
- ‘available to persons outside the firm’ excludes both job vacancies open only to employees of the firm and jobs held for persons on temporary layoff. These estimates, therefore, relate to the external labour market. A comparable measure for internal labour markets — which falls outside the scope of this survey — would also be an important addition to labour market data.

Research is continuing on hiring rates of pay collected in the survey. No attempt has been made to exclude those vacancies for which the rate of pay offered may be below the accepted hiring rate in a particular community. Results of this research will be published on completion.

Report

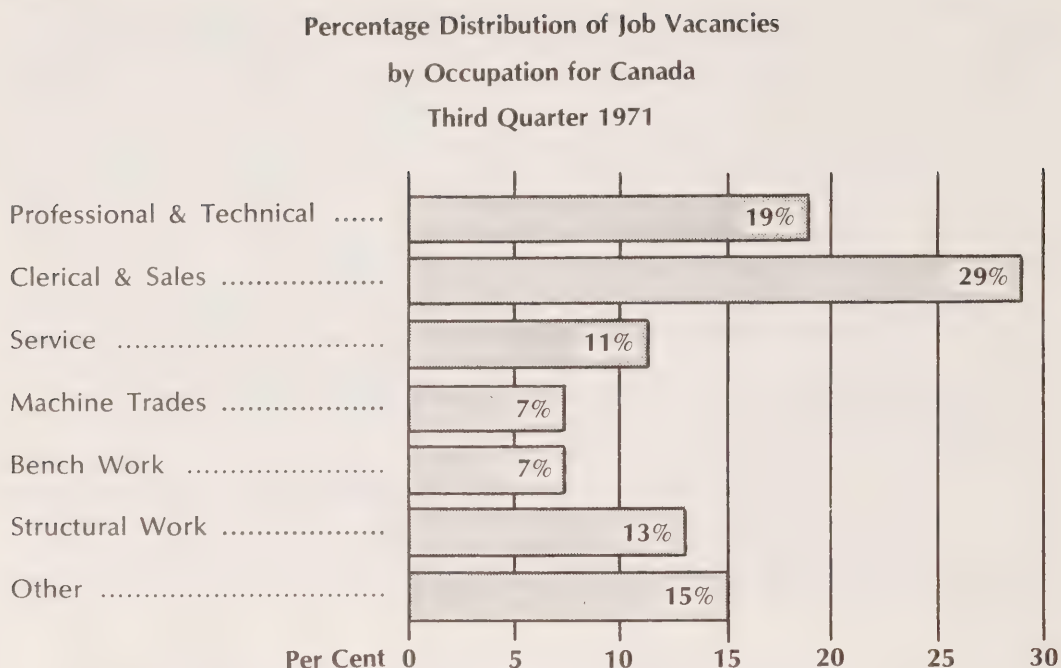
The first complete estimates produced from the Job Vacancy Survey are for the third quarter of 1970. From a level of 33,600 full-time vacancies fell to a low of 21,500 in the fourth quarter of 1970, remained about the same in the first quarter of 1971 and rose to 38,500 in the third quarter. Although there may be a seasonal movement in line with other economic data series in Canada no attempt will be made to interpret underlying movements until sufficient data are available to allow seasonal adjustment.

Any relationships that may exist between unemployment and vacancies cannot be determined until a sufficient time series is available. A direct comparison of the stock of unemployment with the stock of vacancies should be treated with extreme caution. For example, some ‘vacancies’ may be excluded because of the strict definition adopted. Both the numbers of job vacancies and unemployed are the result of continually changing forces in the labour markets. It is possible for both unemployment and job vacancies to exist when the unemployed are not located near the existing jobs, or their qualifications differ from those required by the jobs.

Job Vacancies By Occupation

The distribution of job vacancies by selected occupational groups for Canada is shown in Chart A.

Chart A.



Professional, Technical and Managerial Occupations* — In the third quarter of 1971, there were on an average about 7,500 job vacancies in Canada for Professional, Technical and Managerial personnel. About one half of these vacancies were in Ontario. About 20 per cent were in Quebec and about 10 per cent in each of the Atlantic, Prairie and Pacific Regions.

Compared with the third quarter of 1970, the number of job vacancies in this category increased by 10 per cent. The increase for all of Canada was the result of large percentage increases (about 33%) in both Ontario and in the Pacific Region. These were partially offset by a large decrease (about 33%) in the Atlantic Region while the number of job vacancies in Quebec and in the Prairie Region in this category remained about the same.

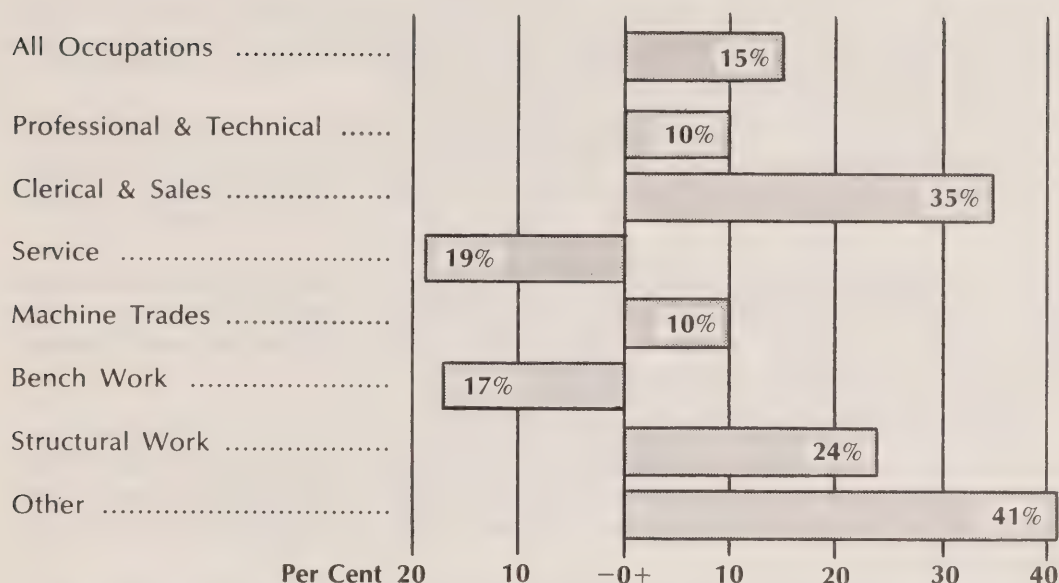
In the third quarter of 1971, just under one half of job vacancies in this category were in two large sub-groups: Medicine and Health Occupations (30%), Architecture and Engineering Occupations (16%). These two groups showed little change from year to year. Increases were fairly general in the other sub-groups with occupations for Managers predominating.

Most of the job vacancies in this category in the third quarter of 1971 were in four industries: Community, Business and Personal Services (45%), Public Administration (20%), Trade (10%) and Manufacturing (10%). This differs considerably from the distribution of vacancies for all occupations among industries.

* There are 14 sub-groups in the Professional, Technical and Managerial category of occupations. The job vacancy data are classified according to the *Dictionary of Occupational Titles*, Third Edition, U.S. Dept. of Labor.

Chart B.

**Percentage Changes in Job Vacancies
by Occupation for Canada
Third Quarter 1970 to Third Quarter 1971**



Clerical and Sales Occupations — There were 11,000 job vacancies in this category in the third quarter of 1971. About one half were in Ontario and about 20 per cent in each of the Quebec and Prairie Regions while the remaining 10 per cent were almost evenly divided between the Pacific and Atlantic Regions.

Vacancies in the third quarter of 1971 increased by 35 per cent over the third quarter of 1970 in this category. Increases occurred in all regions: Ontario (about 50%), Atlantic (about 40%), Prairie (about 30%), Pacific (about 25%) and Quebec (about 10%).

In the third quarter of 1971, more than 80 per cent of the job vacancies were in four sub-groups: Stenography, Typing, Filing and Related occupations (31%), Computing and Account Recording occupations (13%), Salesmen and Salespersons, Commodities (26%), and Salesmen, Services (12%). Most of the year-to-year gain resulted from increases in the numbers of vacancies for Salesmen (+1,900) and for Stenographers, Typists and Related occupations (+800).

Vacancies in the Clerical and Sales personnel were heavily concentrated in: Trade (40%), Finance, Insurance and Real Estate (20%) and Community, Business and Personal Services (20%).

In the Clerical and Sales Occupations, the longer-term vacancies* as a proportion of the full-time vacancies rose from 25 per cent in the third quarter of 1970 to 35 per cent in the same quarter of 1971. This may indicate that more difficulty was encountered in finding suitable personnel.

* A longer-term vacancy is a full-time vacancy that has remained unfilled for one month or more.

Structural Work Occupations — In the third quarter of 1971, there were about 4,900 job vacancies for structural workers, 24 per cent more than in the same quarter of 1970. The greater part of this increase occurred in one sub-group, Construction occupations (+600), which includes carpenters, bricklayers, plumbers, roofers, etc.

About 50 per cent of the vacancies in the third quarter of 1971 were in Ontario and about 20 per cent in the Atlantic Region. The largest part of the year-to-year increases occurred in these two regions.

The longer-term vacancies as a proportion of the full-time vacancies for structural workers remained the same from year to year. This may indicate that employers were not having any more difficulty in finding suitable persons than in the same quarter of 1970.

Other Occupations — As a number of occupations were too small to be shown separately they have been grouped under Other Occupations. This group contains Forestry occupations, Processing occupations and such sub-groups as Packaging and Materials Handling occupations, Motor Freight occupations, etc.

During the third quarter of 1971, there existed on an average about 5,700 job vacancies in occupations in the Other group, 41 per cent more than in the same quarter of 1970. Large increases occurred in Logging occupations, Motor Freight occupations, occupations in Extraction of Minerals, Transportation occupations and Packaging and Materials Handling occupations.

Service Occupations — In the third quarter of 1971, there were about 4,100 job vacancies in the Service occupations, 19 per cent fewer than in the corresponding quarter of 1970. A large part of the decrease was accounted for by the sub-group, Food and Beverage occupations.

In this category about two-thirds of the job vacancies in these occupations were in Ontario (40%) and Quebec (25%) in the third quarter of 1971. Most of the year-to-year decrease occurred in Quebec.

Machine Trades Occupations — In the third quarter of 1971, there were about 2,800 vacancies in this category in Canada, about 10 per cent more than in the same quarter of 1970. About 40 per cent of these vacancies were in Ontario.

About one half were vacancies for Mechanics and Machinery Repairmen, in which there was a large increase of about 50 per cent from year to year.

Bench Work Occupations — In the third quarter of 1971, there were about 2,600 vacancies in Bench Work occupations, 17 per cent fewer than in the same quarter of 1970.

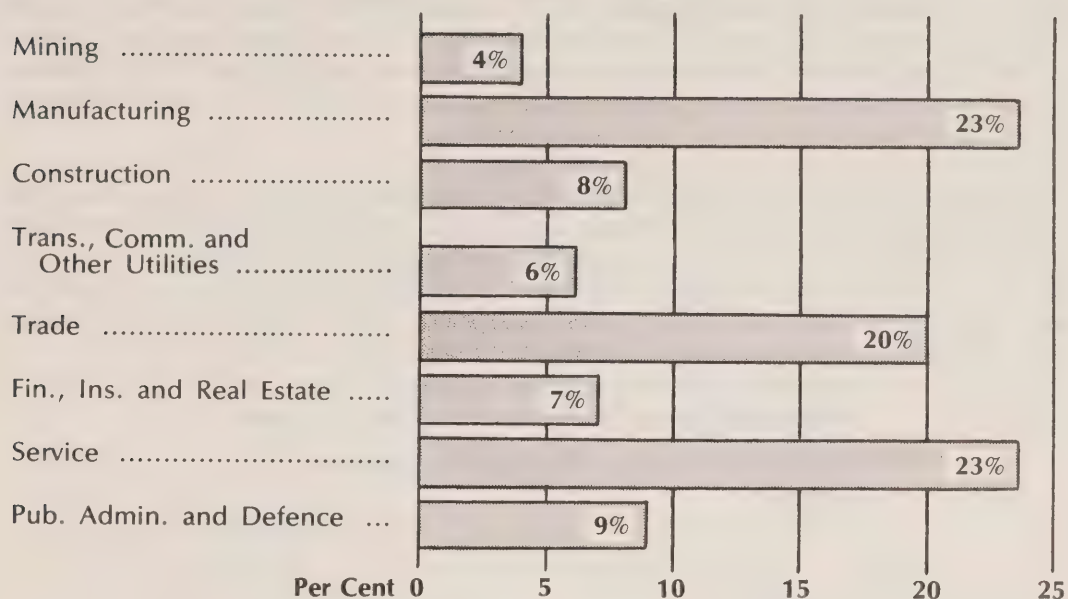
About 70 per cent of these vacancies in the third quarter of 1971 were in two provinces: Ontario (40%) and Quebec (30%).

About two-thirds of the vacancies were in one sub-group, Fabrication and Repair of Textile, Leather and Related occupations, which includes sewing machine operators, knitters, upholsterers, tailors, dressmakers, etc. This sub-group showed a slight decrease from year to year.

In the third quarter of 1971 job vacancies were distributed by industry as shown in Chart C.

Percentage Distribution of Job Vacancies

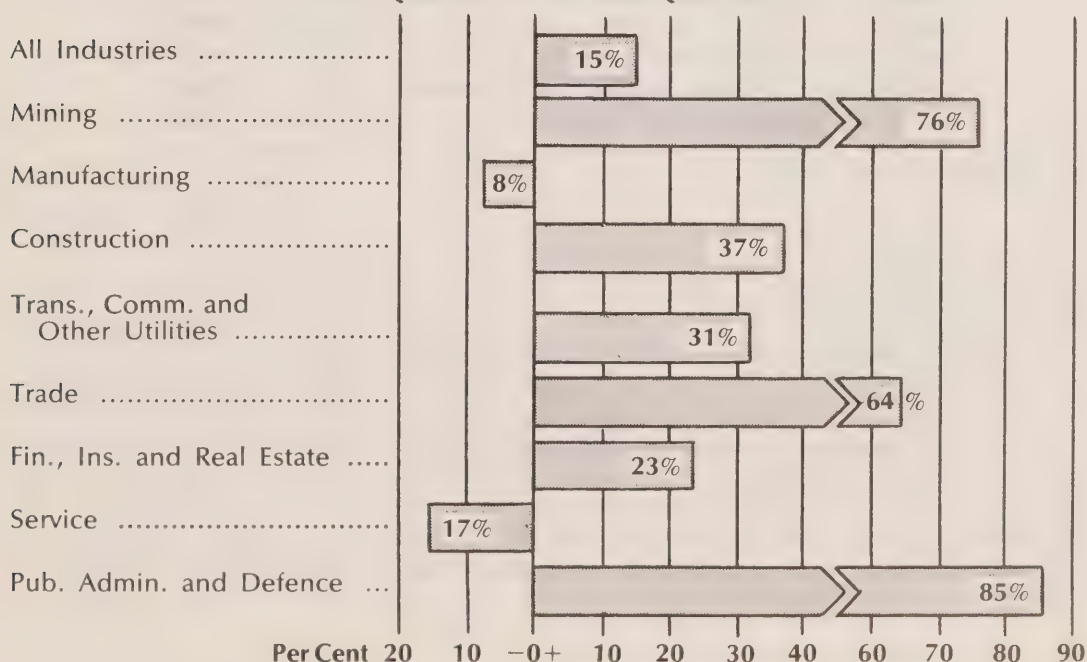
by Industry for Canada by Quarter 1971



Most of the increase in job vacancies over the previous year took place in Trade (3,000) and Public Administration (1,500). Chart D shows that vacancies were higher for all non-agricultural industries shown, except Services and Manufacturing.

Chart D. Percentage Changes in Job Vacancies by Industry for Canada

Third Quarter 1970 to Third Quarter 1971



Full-time and Longer-term Vacancy Rates by Industry — In Table A, job vacancy rates by industry for the third quarters of 1970 and 1971 are shown. These rates express the proportions that full-time job vacancies are of all available jobs in the industries, both filled and unfilled. Job vacancy rates rose strongly in Mines, Quarries and Oil Wells from 6 per thousand jobs to 10 per thousand jobs. Marked increases also occurred in the vacancy rates in Trade from 4 to 7 per thousand and in Public Administration from 3 to 6 per thousand. Job vacancy rates in Manufacturing* remained at the same level, 5 per thousand.

The longer-term vacancy rates shown in the same table express the proportions that longer-term vacancies (those remaining unfilled for a month or more) are of all jobs available in the industries, filled and unfilled. At 4 per thousand, Mines, Quarries and Oil Wells, and Finance, Insurance and Real Estate, showed the highest proportion of vacancies unfilled after one month. The proportion was also relatively high in Trade and Public Administration at 3 per thousand jobs.

Table A. Full-time Job Vacancy and Longer-term Vacancy Rates by Industry for Canada, Third Quarter 1970 and 1971.

	3rd Q/71	3rd Q/70
	/Per cent-	
Full-time Job Vacancy Rate:		
All industries	0.5	0.5
Mining	1.0	0.6
Manufacturing	0.5	0.5
Construction	0.6	0.5
Transportation, communication & other utilities	0.3	0.2
Trade	0.7	0.4
Finance, insurance and real estate	0.7	0.6
Community, business and personal service .	0.5	0.6
Public administration and defence	0.6	0.3
Longer-term Vacancy Rate:		
All industries	0.2	0.2
Mining	0.4	0.3
Manufacuring	0.1	0.2
Construction	0.2	0.1
Transportation, communication & other utilities	0.1	0.1
Trade	0.3	0.1
Finance, insurance and real estate	0.4	0.3
Community, business and personal service .	0.2	0.2
Public administration and defence	0.3	0.1

* The Job Vacancy Rate in Manufacturing reported in the U.S. Survey of Job Vacancies in the third quarter of 1971 at 5 per thousand, was the same as in Canada.

Job Vacancies By Region

In the third quarter of 1971, Ontario reported 17,500 vacancies, Quebec, 7,400 vacancies, the Prairie Region, 5,700 vacancies, the Pacific Region 4,600 vacancies and the Atlantic Region, 3,300 vacancies. When expressed as vacancy rates (see Table B) it can be seen that all Regions had a vacancy rate of 6 per thousand, except Quebec where the rate is 4 per thousand.

From the third quarter of 1970 vacancy rates increased from 5 to 6 per thousand in Ontario and from 3 to 6 per thousand in the Pacific Region. The rates stayed the same in Quebec and in the Prairie Region and declined in the Atlantic Region. Similar movements occurred in the longer-term vacancy rates.

TABLE B.

**Full-time Job Vacancy and Longer-term Vacancy Rates
for Canada and Region, Third Quarter 1970 and 1971.**

	3rd Q/71	3rd Q/70
	-per cent-	
Full-time Job Vacancy Rate:		
Canada	0.5	0.5
Atlantic Region	0.6	0.7
Quebec	0.4	0.4
Ontario	0.6	0.5
Prairie Region	0.6	0.6
Pacific Region	0.6	0.3
Longer-term Vacancy Rate:		
Canada	0.2	0.2
Atlantic Region	0.3	0.4
Quebec	0.2	0.2
Ontario	0.2	0.1
Prairie Region	0.1	0.1
Pacific Region	0.2	0.1

Reliability Of Estimates

Sampling Error — The estimates in this report are based on a sample of Job Vacancy Reporting Units (JVRU's). A different set of figures would have resulted if a complete census by interview had been taken using the same questionnaires, interviewers, and processing techniques as those actually used in the Job Vacancy Survey. This difference is called the sampling error of the estimates. In the design and processing of the Job Vacancy Survey extensive efforts have been made to minimize the sampling error. The sampling error (expressed as a percent of the estimate it refers to) is not the same for all estimates; of two estimates, the larger one will likely have a smaller percent sampling error, and of two estimates of the same size the one referring to a characteristic more evenly distributed across the country will tend to have a smaller percent sampling variability.

Non-sampling Errors — Errors, which are not related to sampling, may occur at almost every phase of a survey operation. Interviewers may misunderstand instructions, respondents may make errors in answering questions, the answers may be incorrectly entered on the questionnaires and errors may be introduced in the processing and tabulations of the data. All errors of this type are called non-sampling errors. Some of the non-sampling errors will usually balance out over a large number of observations but systematically occurring errors will contribute to biases. In the Job Vacancy Survey, non-sampling errors are reduced by careful definition of reporting units (Profile interviews) and design of questionnaires, respondents and non-respondents) and a thorough control of the processing operation. In general, subjective inquiries are subject to larger errors, and it should be noted that in spite of efforts to remove it there probably remains a subjective element in a respondent's count of job vacancies.

Selection of Data for Publication — Selection of publishable groups is based on the reliability of data, which in turn, is dependent on the size of the estimates. The estimates in a series must generally be above 800 to qualify for inclusion in supporting tables.

* * * * *

STATISTICAL APPENDIX

LABOUR MARKET BY OCCUPATION

- Client Registrations
- Vacancies Registered

INDUSTRY INDICATORS

- General Economic
- Forestry
- Construction
- Mining
- Trade

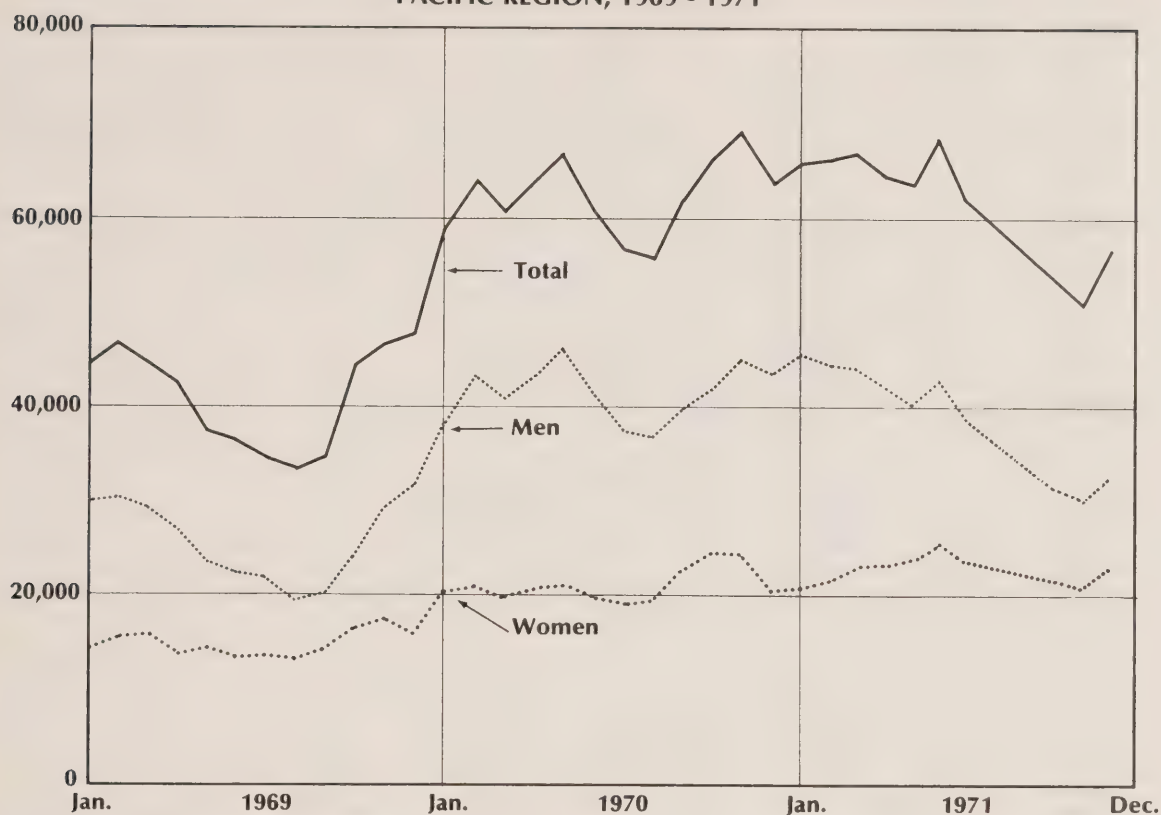
Table A-1
REGISTERED CLIENTS WITHOUT EMPLOYMENT
BY CANADA MANPOWER CENTRE
PACIFIC REGION, OCTOBER 1971 (MONTH-END)

CMC Area	Clients	CMC Area	Clients
Abbotsford	1,372	Port Alberni	1,109
Campbell River	782	Powell River	609
Chilliwack	1,492	Prince George	1,713
Courtenay	1,019	Prince Rupert	768
Cranbrook	1,112	Quesnel	733
Dawson Creek	658	Terrace	907
Fort St. John	909	Trail	824
Kamloops	1,452	Vancouver Metro	28,090
Kelowna	2,071	Vernon	1,097
Nanaimo	1,419	Victoria	5,920
Nelson	814	Whitehorse	412
Penticton	900	Williams Lake	563

Note: Care must be exercised in the use and interpretation of the operational data from Canada Manpower Centres. Statistics on the number of persons registered at CMCs do not constitute an adequate measure of the number of unemployed. The only official measure of unemployment and of the rate of unemployment is from the Labour Force Survey conducted by Statistics Canada.

Source: Department of Manpower and Immigration.

Chart A-1
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION, 1969 - 1971



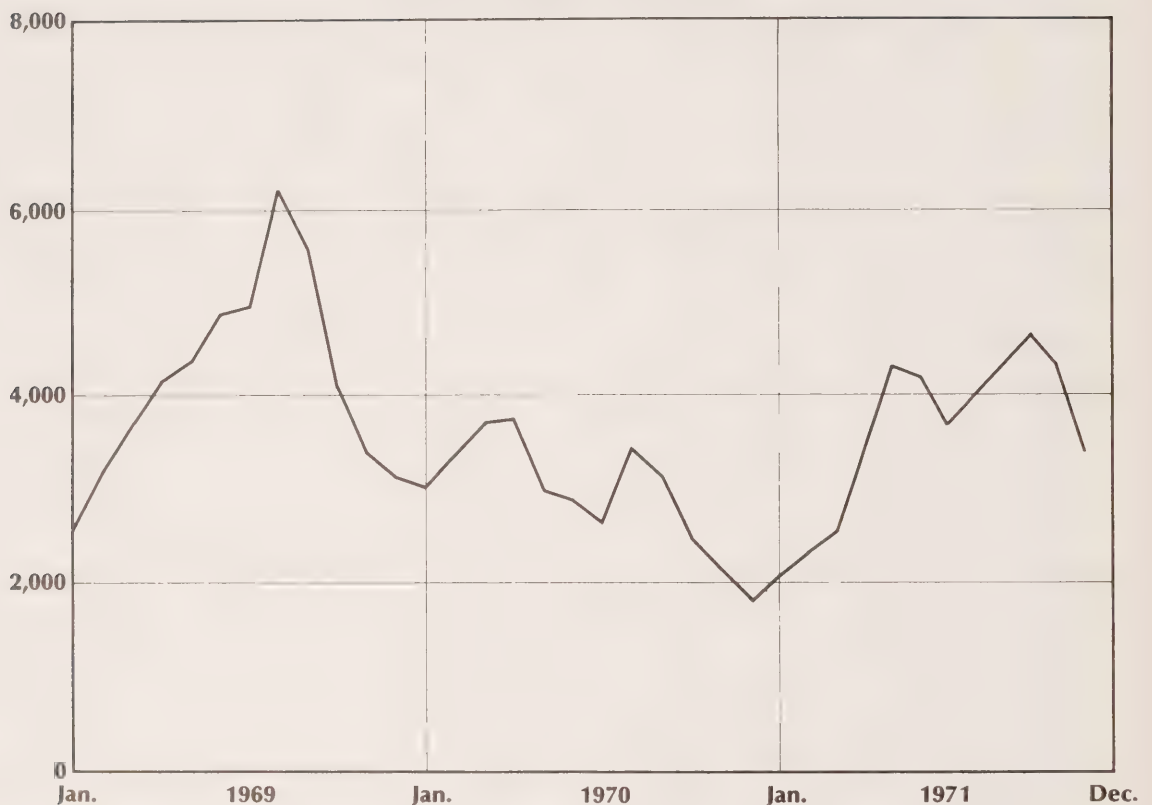
Source: Department of Manpower and Immigration.

OCTOBER 1971 (MONTH-END)

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	4,335	13.0	1,549	6.6
Clerical-Sales	3,575	10.7	13,533	57.9
Services	3,551	10.6	5,780	24.7
Farming, Fishing, Forestry and Related	663	2.0	63	0.3
Processing	594	1.8	214	0.9
Machine Trades	2,870	8.6	55	0.2
Bench Work	550	1.7	448	1.9
Structural Work	8,359	25.0	24	0.1
Miscellaneous	7,292	21.8	854	3.8
Not Specified	1,594	4.8	842	3.6
Total	33,383	100.0	23,362	100.0

Source: Department of Manpower and Immigration.

Chart A-2
MONTH-END VACANCIES
PACIFIC REGION, 1969 - 1971



Source: Department of Manpower and Immigration.

OCTOBER 1971 (MONTH-END)

	Total Vacancies	
	Number	%
Professional, Technical and Managerial	326	9.7
Clerical-Sales	720	21.4
Services	879	26.1
Farming, Fishing, Forestry and Related	39	1.2
Processing	71	2.1
Machine Trades	323	9.6
Bench Work	180	5.4
Structural Work	415	12.3
Miscellaneous	409	12.2
Total	3,362	100.0

Source: Department of Manpower and Immigration.

Table A-2
GENERAL ECONOMIC INDICATORS — BRITISH COLUMBIA

				Percent Change	
	Unit	Latest Month	Amount	Previous Month	Latest Month 70/71
EARNINGS AND HOURS WORKED					
Wages and Salaries	\$ per week	August	154.80	— 0.2	+12.1
Average Earnings	\$ per hour	August	4.13	— 1.4	+13.2
Average Hours	Number	August	36.6	—	+ 1.4
PRODUCTION					
Value of Factory Shipments	\$'000	September	341,000	+10.3	+15.3
Lumber Sawm	M.f.b.m.	August	748,700	+10.1	+19.7
Paper Production	Tons	August	161,500	+ 0.6	+11.1
Pulp Production	Tons	August	424,000	+11.3	+72.2
Fish Landed	\$'000	October	2,571	—78.0	—37.3
INTERNAL TRADE					
Retail Sales	\$'000	September	305,020	+ 5.4	+16.2
Electric Power	Million kwh	September	2,383	+ 9.5	+49.1
Sales of Life Insurance	\$'000	July	77,700	— 7.6	+24.9
Gasoline Consumed	'000 gal	July	63,800	+10.8	+ 1.8
Tourist Permits	Number	August	196,600	+ 5.0	+ 7.3
CONSTRUCTION					
Building Permits	\$'000	September	64,254	— 9.4	+ 1.0
Housing Starts	Units	September	2,200	+44.9	+25.4
Housing Completions	Units	September	2,590	+63.8	+97.6
EXTERNAL TRADE					
Exports through B.C. Ports	\$'000	August	249,800	+ 8.7	+24.8
Imports through B.C. Ports	\$'000	August	100,000	—13.3	+36.1
INDEXES					
Vancouver Consumer Price Index	Index	October	128.0	—	+ 3.8
B.C. Index of Employment (Industrial Composite)	Index	August	153.0	+ 0.9	+ 7.3

*Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

Source: Statistics Canada, Ottawa.
Bureau of Economics and Statistics, Victoria.

Table A-3
ECONOMIC INDICATORS — B.C. FOREST INDUSTRY

					Year to Date	
	Unit	Latest Month	Amount	Change 70/71 %	Amount	Change 70/71 %
PRODUCTION						
Timber Scaled	M.cu.ft.	September	142,100	— 6.4	1,385,500	— 0.9
Lumber Sawn	M.f.b.m.	August	748,700	+19.7	5,725,500	+13.6
Plywood Production	M.sq.ft. ^{3⁄8"}	July	127,200	— 4.8	1,075,700	+ 5.2
Plywood Production	Tons	August	161,500	+11.1	1,289,500	+ 8.1
Pulp Production	Tons	August	424,000	+72.2	3,250,400	+ 8.2
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	June ^(P)	190.66	+28.1		
Saw, Shingle and Planing Mills	\$ per week	June	160.82	+19.4		
Veneer and Plywood Mills	\$ per week	June	157.13	+26.1		
Pulp and Paper Mills	\$ per week	June	187.41	+11.4		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	June	4.12	+14.1		
Veneer and Plywood Mills	\$ per hour	June	4.06	+11.8		
Pulp and Paper Mills	\$ per hour	June	4.60	+ 6.7		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	June	37.8	+ 6.5		
Veneer and Plywood Mills	Hours	June	37.4	+16.9		
Pulp and Paper Mills	Hours	June	38.3	+ 5.5		
EMPLOYMENT INDEX (1961 = 100)						
Forestry	Index	June	132.1	+25.2		
Saw, Shingle and Planing Mills	Index	June	122.5	+ 9.3		
Veneer and Plywood Mills	Index	June	119.5	+ 6.6		
Pulp and Paper Mills	Index	June	167.6	+ 0.4		

(P) Preliminary

Source: Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Man-Hours and Hourly Earnings, Statistics Canada, 72-003.
Bureau of Statistics, Victoria.

Table A-4
ECONOMIC INDICATORS — B.C. CONSTRUCTION

	Unit	Latest Month		Change 70/71 %	Year to Date	
		Latest Month	Amount		Amount	Change 70/71 %
Building Permits	\$'000	September	64,254	+ 1.0	599,000	+39.9
Housing Starts	Units	September	2,200	+25.4	15,210	+35.1
Housing Completions	Units	September	2,590	+97.6	14,377	- 0.8
AVERAGE WAGES AND SALARIES						
Building	\$ per week	June ^(P)	214.87	+ 7.4		
Engineering	\$ per week	June	272.59	+19.4		
AVERAGE EARNINGS						
Building	\$ per hour	June	6.19	+ 9.8		
Engineering	\$ per hour	June	6.35	+13.0		
AVERAGE WEEKLY HOURS						
Building	Hours	June	34.6	- 5.5		
Engineering	Hours	June	43.9	+ 4.3		
EMPLOYMENT INDEX (1961 = 100)						
Building	Index	June	218.2	+83.8		
Engineering	Index	June	138.6	+12.0		

(P) Preliminary

Source: Building Permits, Statistics Canada, 64-001.

Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.

Man-Hours and Hourly Earnings, Statistics Canada, 72-003.

Canadian Housing Statistics, C.M.H.C.

Table A-5
ECONOMIC INDICATORS — B.C. MINING INDUSTRY

PRODUCTION OR SHIPMENTS	Unit	Latest Month		Change 70/71 %	Year to Date	
		Latest Month	Amount		Amount	Change 70/71 %
Copper Shipments	'000 lbs	July	24,377	+54.5	158,042	+33.5
Molybdenum Shipments	'000 lbs	July	2,902	-17.8	18,043	- 2.1
Lead Shipments	'000 lbs	July	656	-96.1	122,946	- 3.0
Zinc Shipments	'000 lbs	July	2,729	-88.9	126,656	-18.9
Crude Oil Production	'000 bbl	August	2,163	+18.3	16,890	- 1.0
Natural Gas Production	M.cu.ft.	August	23,632	- 3.1	214,792	—
* EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	June ^(P)	188.66	+ 9.0		
Average Earnings	\$ per hour	June	4.78	+15.2		
Average Weekly Hours	Hours	June	40.2	- 0.8		
* EMPLOYMENT INDEX (1961 = 100)	Index	June	160.6	+ 2.6		

* Earnings and Hours Worked and the Employment Index are for mining including milling.

Source: Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Man-Hours and Hourly Earnings, Statistics Canada, 72-003.

Table A-6
ECONOMIC INDICATORS — B.C. TRADE

TRADE	Unit	Latest Month		Change 70/71 %	Year to date	
		Latest Month	Amount		Amount	Change 70/71 %
Exports through B.C. Ports	\$'000	August	249,800	+24.8	1,889,200	+ 5.9
Imports through B.C. Ports	\$'000	August	100,000	+36.1	877,800	+ 8.1
Exports through Vancouver	'000 tons	August	2,761	+38.2	18,985	+33.8
Imports through Vancouver	'000 tons	August	708	+40.2	4,718	+35.5
Retail Sales	\$'000	September	305,020	+16.2	2,491,600	+10.0
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	June ^(P)	153.40	+ 8.4		
Retail	\$ per week	June	109.61	+ 7.0		
EMPLOYMENT INDEX (1961 = 100)						
Wholesale	Index	June	136.8	+ 2.2		
Retail	Index	June	157.3	+ 2.9		

(P) Preliminary

Source: Retail Trade, Statistics Canada, 63-005.
Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	33827 South Fraser Way	853-1112
Ashcroft	402 Brink Street	453-2221
Burnaby	4940 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	115 Yale Road East	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-5877
Duncan	250 Craig Street	748-8111
Fernie	692 Second Avenue	423-6621
Fort St. John	Knight Building, 10220 Mackenzie Street	785-6166
Fort Nelson	P.O. Box 596, Sikinni Building	774-2727
Hope	308 Wallace Street	869-5722
Houston	P.O. Box 730	845-2934
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Mission City	7100 Horne Avenue	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	214 Third Street	624-6231
Princeton	Bridge & Kinley Street	295-3934
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 315 First Street West	837-5106
Richmond	563 Number 3 Road	273-6431
Surrey	13655 - 104th Avenue	588-5981
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253

CANADA MANPOWER CENTRES — PACIFIC REGION

Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	545-2125
Victoria	1415 Vancouver Street	385-6711
Whitehorse	101 Federal Building	667-4238
Williams Lake	Old Federal Building, 153 Borland Street	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Second Floor, 549 Howe Street	666-1931
Vancouver	King Edward Centre, 961 West 12th Avenue	731-4614
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5511
Vancouver	Vancouver Vocational Institute, 250 West Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

MANPOWER INFORMATION AND ANALYSIS BRANCH

Districts Economists

Kamloops	North-Central District	372-2584
	Suite 203 - 611 Lansdowne Street	
Kamloops	Okanagan-Kootenay District	372-2584
	Suite 203 - 611 Lansdowne Street	
Vancouver	Vancouver Island District	666-1134
	1444 Alberni Street	
Vancouver	Metro Vancouver District	666-1133
	1444 Alberni Street	

Regional Economist

Vancouver	1444 Alberni Street	666-1135
Vancouver	Assistant Regional Economist	
	1444 Alberni Street	666-1131

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	P.O. Box 237, Federal Building, 104-A Avenue	782-4541
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	317 Seymour Street	372-2123
Kingsgate	Kingsgate	424-5549
Nanaimo	P.O. Box 252, Federal Building, 60 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6231
Sidney	P.O. Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3627

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
-----------	---	----------

* * * * *

**IN CANADA *MORE THAN*
350 OFFICES *TO SERVE YOU!***

☆ *FOR THE JOB YOU WANT FILLED*

☆ *FOR THE JOB YOU WANT*

CANADA MANPOWER CENTRES

offer

- ☆ A comprehensive Labour Market Consultation Service for all employers in Business, Industry and the professions
- ☆ A Career Counselling, Training and Placement Service for all job seekers

CANADA MANPOWER CENTRE

CANADA IMMIGRATION CENTRE

DEPARTMENT OF MANPOWER AND IMMIGRATION

Hon. Bryce Mackasey
Minister

manpower review

acific region



Manpower
and Immigration

Main-d'œuvre
et Immigration



II2
MI5

ture article:

eer guidance & bibliography

January-February-March 1972 (Vol. 5 No. 1)

The Manpower Consultative Service

A PRODUCT OF OUR TIMES



Automation, technological and other industrial changes frequently make it necessary for Canadian workers to participate in difficult and far-reaching adjustment programs in order to fit themselves for new conditions of employment.

In such circumstances the Manpower Consultative Service of the Department of Manpower and Immigration is available to encourage and assist labour and management in the development of manpower adjustment programs.

The Manpower Consultative Service is based on the concept that government, labour and management must co-ordinate their efforts in applying both private and public measures to solve manpower adjustment problems.

An effective manpower adjustment program, planned well in advance, paves the way to a new working arrangement and ensures that the transition will be made with a minimum of discomfort for both employers and employees.

Department of Manpower and Immigration



PACIFIC MANPOWER REVIEW, 1ST QUARTER, 1972

Printing Error

Page 13, line 7,

should read:

"Not all of the expiring contracts directly involve the Metro Vancouver labour force but disruptions in other areas of the province usually curtail the demand for many of the services and materials supplied by Vancouver firms."

MANPOWER INFORMATION AND ANALYSIS BRANCH

April 20, 1972



PACIFIC MANPOWER REVIEW

JANUARY — FEBRUARY — MARCH 1972

Department of Manpower and Immigration
Manpower Information and Analysis Branch
Pacific Region Office

Foreword

The **Pacific Manpower Review** is published quarterly by the Manpower Information and Analysis Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

REGIONAL ECONOMIST,
DEPARTMENT OF MANPOWER AND IMMIGRATION,
1444 ALBERNI STREET,
VANCOUVER 5, BRITISH COLUMBIA.

L. S. McGill
Director General

S. L. Young
Regional Economist

TABLE OF CONTENTS

THE LABOUR MARKET	3
Local Initiatives Program	3
Training On The Job	5
Employment and Unemployment	5
Population and Labour Force	8
Client Registrations and Vacancies	9
 DISTRICT DEVELOPMENTS	11
Metro Vancouver District	11
Vancouver Island District	13
Okanagan-Kootenay District	15
North-Central District	19
CMC Whitehorse	21
 CAREER GUIDANCE	25
Bibliography	30
 STATISTICAL APPENDIX	37
Client Registrations	38
Labour Market by Occupation	39
Economic Indicators	41
 CANADA MANPOWER CENTRES	45
 CANADA IMMIGRATION CENTRES	47

Table 1
POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA

	February 1972	January 1972	February 1971	Change February 71/72 %
	(Estimates in Thousands)			
POPULATION (14 and over)				
Men	811	808	783	+ 3.6
Women	818	815	790	+ 3.5
Total	1,629	1,623	1,573	+ 3.6
LABOUR FORCE				
Men	614	608	592	+ 3.7
Women	312	303	285	+ 9.5
Total	926	911	877	+ 5.6
EMPLOYED				
Men	567	553	534	+ 6.2
Women	289	279	267	+ 8.2
Total	856	832	801	+ 6.9
Non-Agriculture	837	815	782	+ 7.0
Agriculture	19	17	19	—
UNEMPLOYED				
Men	47	55	58	—
Women	23	24	18	—
Total	70	79	76	—
	%	%	%	
UNEMPLOYMENT RATE	7.6	8.7	8.7	—
*PARTICIPATION RATE				
Men	75.7	75.2	75.6	—
Women	38.1	37.2	36.1	—
Total	56.8	56.1	55.8	—

* Labour Force as percentage of population 14 years of age and over.

Source: The Labour Force, Statistics Canada, 71-001.

THE LABOUR MARKET

Both nationally and provincially 1971 was a transitional period from fairly slack economic and employment conditions to the beginnings of a recovery, particularly evident during the last quarter of 1971. On a Canada-wide basis new jobs grew by 2.5 per cent, while employment in the Pacific Region rose at nearly double that rate (4.6 per cent) with 37,000 jobs added. In contrast, during 1970 employment increased by only 15,000 in Pacific Region.

The latest available statistics on unemployment are for February and are very encouraging. For Canada the actual rate of unemployed at 7.3 per cent was a noted improvement over January's level of 7.7 per cent, but more importantly, after correcting for seasonal factors, the trend indicating the decline in adjusted rates that started in the last quarter of 1971 is continuing. The national rate of unemployment on the adjusted seasonal basis now stands at 5.8 per cent, well below the 6.2 per cent of January.

In British Columbia, improvement over January was marked. The actual unemployment rate of 7.6 per cent compares to 8.7 per cent in January and on a seasonally adjusted basis dropped from January's 7.0 per cent to 6.5 per cent in February.

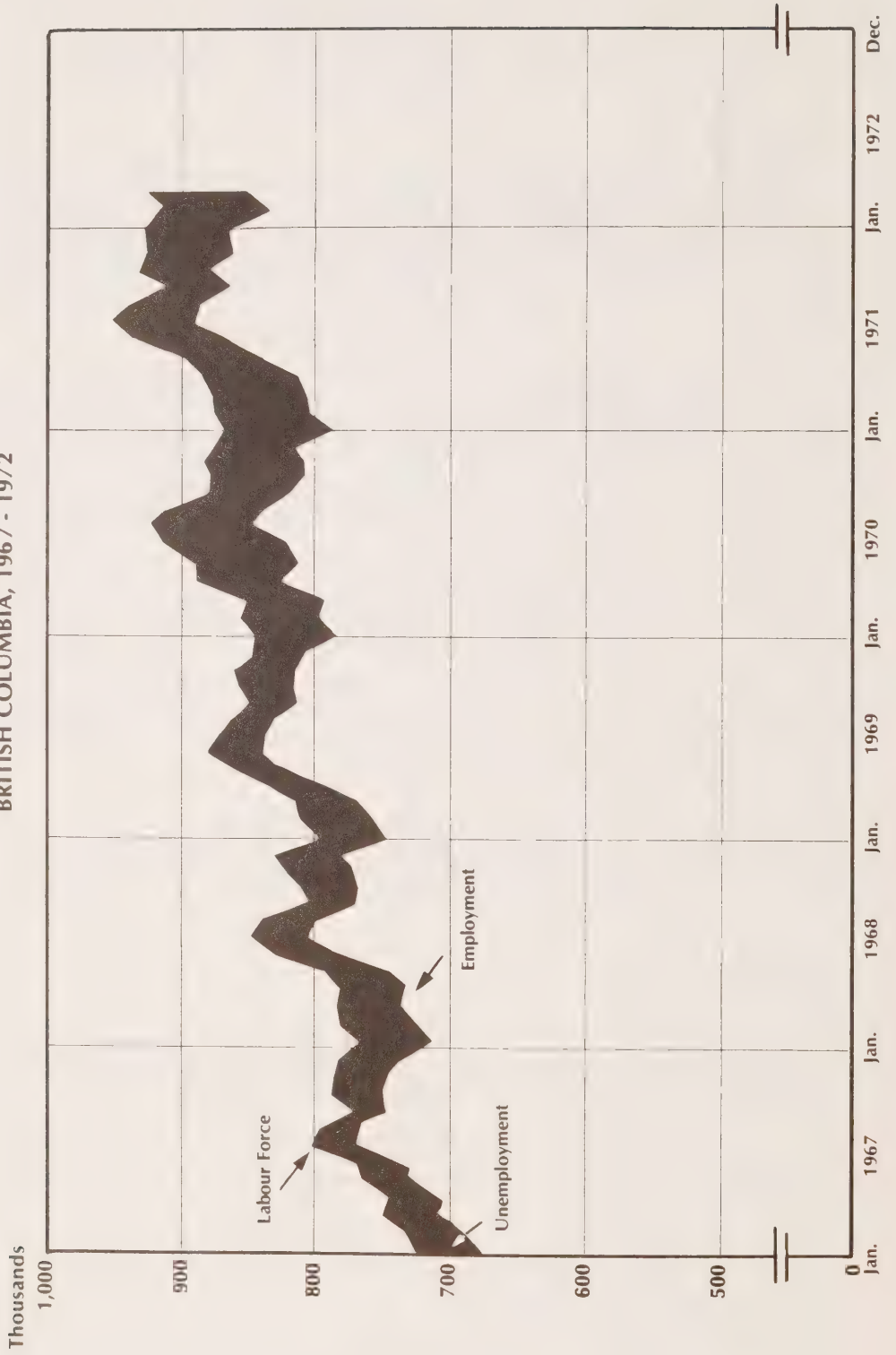
In terms of employment among industries, construction had a record year in 1971 and since the adverse weather of January this year, employment has surged upwards in February, well above the level of February last year. Employment in community, business and personal services has also risen sharply over January.

The Department of Manpower and Immigration has put much effort into managing the Special Employment Programs of the winter, aimed at alleviating expected high unemployment, and at mid-March employment had been created for almost 9,500 people. Information relating to these Programs follows.

Local Initiatives Program

A total of 1,295 applications from British Columbia and the Yukon Territory were received by the January 31 dead-line. Of these, 655 projects were approved, at a cost of \$13,920,000. These labour intensive projects created 7,400 jobs.

CHART 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA, 1967 - 1972



Source: The Labour Force, Statistics Canada, 71-001.

In total, 192 municipal projects were approved (\$4,437,000) and 463 private projects (\$9,482,000).

These can be separated further:

	Private Projects		Municipal Projects	
British Columbia	448	(\$9,170,000)	185	(\$4,322,000)
Yukon Territory	15	(\$ 312,000)	7	(\$ 115,000)
Total	463	(\$9,482,000)	192	(\$4,437,000)
7,400 jobs equivalent to 33,000 man months				

Training On The Job

To mid-March, 878 applications have been approved, to employ 2,074 trainees at a cost of \$3.4 million. Other applications are pending and it appears that perhaps 2,600 jobs will have been created at a federal cost of nearly \$5 million by the March 31 deadline.

Employment and Unemployment

Revised employment figures for 1971 reveal that British Columbia had an annual average of 847,000 people employed, or a gain of 37,000 over 1970, despite the weak labour market in the first half of 1971. Improving employment opportunities accompanying the general economic revival are forecast to continue through 1972 and 1972's employment gains should exceed the experience of 1971 by a fair margin.

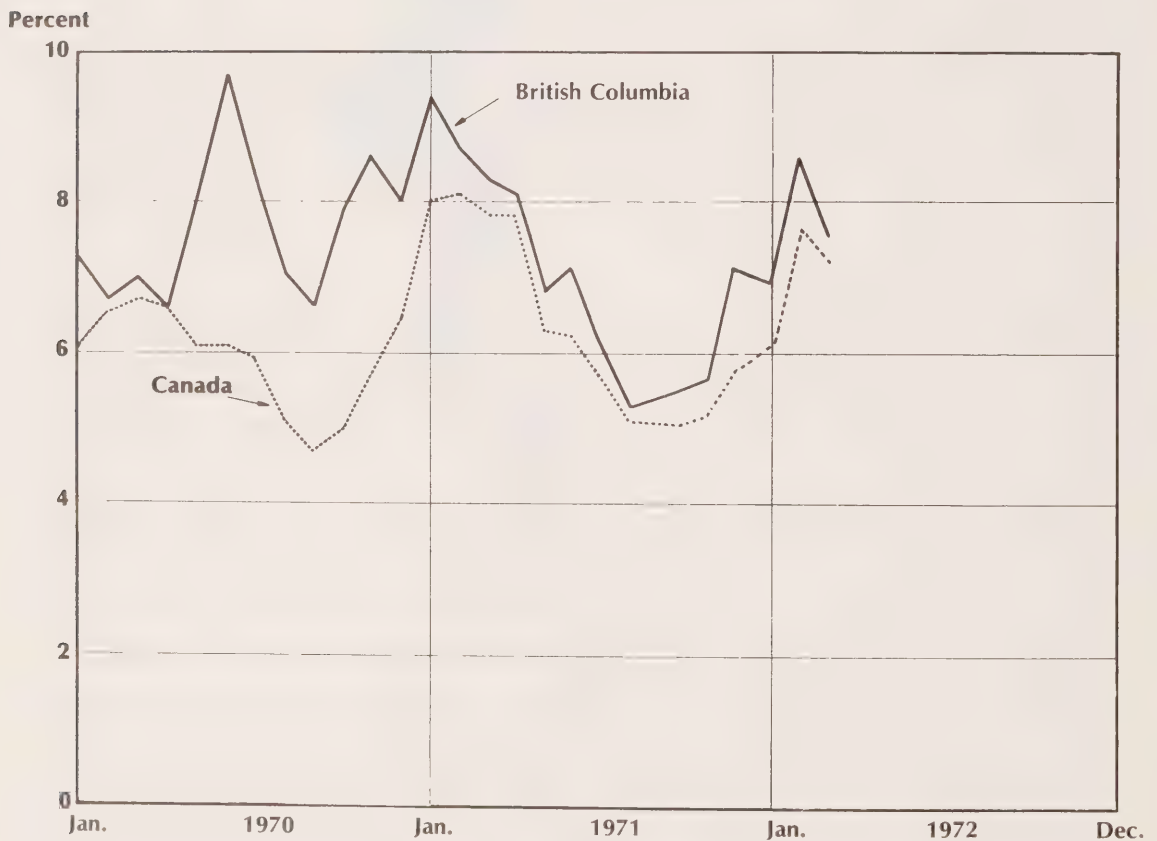
If one examines the average changes in employment in British Columbia over the three year period 1969-1971, the recent employment change from January to February was a marked improvement. In fact, 24,000 jobs were added compared with the 1969-1971 average of 11,000. The growth of employment over the 12 month period since February of 1971 was double the average of the previous three years.

Reviewing the employment changes in British Columbia in the various industries since February of 1971, there has been no employment growth in the primary sectors of agriculture or forestry, and only a small gain in mining employment. Also, over the past 12 months manufacturing employment has not changed. Construction employment opportunities were at record levels through 1971 and following a sharp employment drop in January, a resurgence in February attained the average level of 1971. Forthcoming construction trade negotiations are, of course, the key to that sector for 1972. The industry component of community, business and personal services continues to add new jobs and now exceeds one quarter of all employment in British Columbia, at nearly one quarter of a million employed in that sector. In British Columbia, between 65 and 70 per cent of all employment is based in service producing industries.

In terms of occupational employment opportunities over the past twelve months clerical occupations have shown the greatest proportionate growth, along with modest increases in professional and technical occupations.

The number of persons actually unemployed in British Columbia at February totalled 70,000 or 7.6 per cent of the labour force. One year ago both numbers and rate were higher at 76,000 and 8.7 per cent. There was an actual drop of 9,000 in the unemployed from January and this is a slight improvement over the normal change for this time of year.

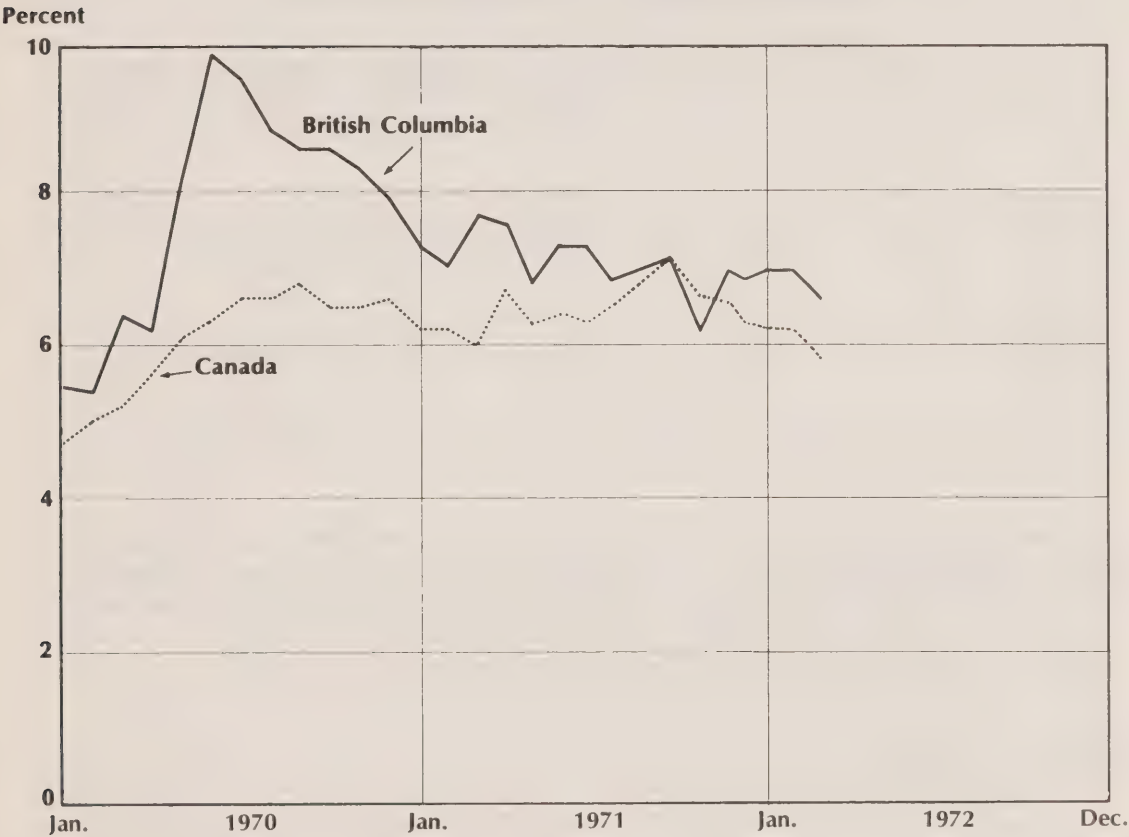
CHART 2
UNEMPLOYMENT RATES
CANADA AND BRITISH COLUMBIA, 1970-1972



Source: The Labour Force, Statistics Canada, 71-001.

On a seasonally adjusted basis the British Columbia rate of unemployment for February at 6.5 per cent compares very favourably with the 7.4 per cent of a year ago. In fact, considering all of 1971, only one month was below the February 1972 level. To better the adjusted rate of 5.8 per cent for Canada one must go back 22 months to April of 1970.

CHART 3
UNEMPLOYMENT RATES, SEASONALLY ADJUSTED
CANADA AND BRITISH COLUMBIA, 1970 - 1972



Source: The Labour Force, Statistics Canada, 71-001.

In 1971 for Canada as a whole the unemployment rate averaged 6.4 per cent of the labour force. On a sex basis, males had a higher rate of unemployment than females. By age, the male grouping 14-24 years had the highest rate of unemployment with 13.3 per cent of those without work and seeking work compares with only 8.8 per cent for women in the same age group.

The final average annual rate for British Columbia in 1971 was 7.0 per cent, which further divides into a 7.3 per cent rate for men and 6.4 per cent for women.

Table 2
UNEMPLOYMENT RATES — CANADA AND REGIONS

	February 1972 %	January 1972 %	December 1971 %	February 1971 %
Canada	7.3	7.7	6.1	8.1
Atlantic	11.1	12.9	10.3	11.0
Quebec	9.5	9.8	7.8	10.4
Ontario	5.7	5.8	4.5	6.5
Prairies	5.6	5.8	4.6	5.8
Pacific	7.6	8.7	6.9	8.7

Source: The Labour Force, Statistics Canada, 71-001.

In February 1972, unemployment rates in all regions were lower than in January. This was particularly the case in the Atlantic region where the unemployment rate fell from 12.9 per cent in January to 11.1 per cent in February, and in the Pacific region where the rate decreased from 8.7 per cent to 7.6 per cent. In addition, in all regions except the Atlantic, unemployment rates were lower than a year ago.

Population and Labour Force

The population of working age (14 years plus) in British Columbia averaged 1,594,000 in 1971, a 4.0 per cent increase over 1970. Quebec (1.7 per cent), Prairie region (1.7 per cent), and the Atlantic region (1.5 per cent) had growth rates under 2 per cent. Ontario with a rate of growth of 3.3 per cent was second to British Columbia. Through 1972 British Columbia will continue with the fastest rate of growth of working population of all the regions.

In British Columbia it is usual for the labour force to rise seasonally in February from January. However, the present increase of 15,000 in the labour force exceeded average expectations and it was only because employment growth was exceptional that a much higher rate of unemployment was averted.

Since February of last year the British Columbia labour force (working or looking for work) has grown 49,000 to 926,000 people, a 5.6 per cent increase.

Labour force, of course, is determined by the participation rate, i.e. the percentage of the working age population at work or seeking work — and during 1971 that rate for British Columbia averaged 57.2 per cent. Employment prospects are improved for 1972 and it is expected that the participation rate will rise to about 57.6 per cent, as people marginally attached to the labour force (married women, part-timers, etc.) react to the better prospects of employment and enter the market in search of a job.

Participation rates for men change seasonally quite markedly in British Columbia because of the reliance on resource industries, but the annual average changes little year after year. For example, the average participation rate for men at 77.6 per cent in 1971 was exactly the same in 1966. Rather it is the rising female participation that is pushing the overall average rate gradually upwards. In 1971 the female participation rate averaged 37.0 per cent compared with 32.5 per cent in 1966.

At February, of British Columbia's 926,000 labour force, nearly 100,000 were under 20 years of age and an additional 130,000 were under 25 years.

Client Registrations and Vacancies

Canada Manpower Centre registrations of clients and vacancies serve as indicators of supply and demand of labour. The most recent statistics available are for the month of January, 1972.

Registrations of unemployed clients totalled 66,488, consisting of 43,035 male and 23,453 female registrations. This represents about a 7 per cent rise over December, which is a normal seasonal increase. Compared with a year ago the number of registrations is virtually unchanged. Client registrations by individual CMC are reported in Table A-1.

Registered vacancies at the close of January represented only a marginal increase over the previous month of December. However, an improved employment picture was indicated in that vacancies were over 50 per cent greater than at January 1971, and the ratio of clients to vacancies declined from 31:1 to 21:1 over the same period. Information reporting vacancies separately for men and women is no longer available.

On a District basis, Metro Vancouver had over one half of the registered clients (34,697), followed by the Okanagan-Kootenays (12,027), Vancouver Island (11,209), and North-Central District (8,555).

Numbers of clients and percentage distribution among the occupational groups appear in Chart A-1. Over three quarters of the female registrants are in the clerical-sales and service occupations, while over one half of the male registrants are in the structural work and miscellaneous occupational categories. Exceptionally severe weather conditions contributed to an increase in registrations of structural workers in January.

Professional, technical and managerial client registrations represent the highest figure over the past year, indicating a generally soft labour market, particularly for managers and officials, social and welfare workers, and all other professional, technical and managerial registrants. Over 80 per cent of these registrations were in the Metro Vancouver Area.

At January's end total registered vacancies were distributed 1,692 vacancies in Metro Vancouver, 629 for Okanagan-Kootenays, 489 for Vancouver Island, and 397 for the North-Central District. These vacancies were little changed from the previous month but much higher than a year ago. The number and percentage distribution of registered vacancies are indicated in the table accompanying Chart A-2. Strongest advances in vacancies over a year ago were for the clerical and sales occupations, services, and structural workers.

Persistent shortages in the region that have existed for more than 30 days and could not be filled at prevailing rates of pay, as at March 1, include:

Nurse, general duty	Engineering equipment mechanic (cons.)
Legal secretary	Millwright
Stenographer	Power sewing machine operator
Key punch operator	Welder
Salesman, insurance	Miner (underground coal)
Housekeeper	Pipefitter
Hairdresser	

In the District Developments some further elaboration on these shortages is provided, with each individual District summary.

DISTRICT DEVELOPMENTS

Metro Vancouver District

Last year Metro Vancouver's mid-winter rise in unemployment was far more severe than the experience of the first quarter of 1972. Unemployment in January and February of 1971 rose to the highest level of several years experience. At that time the economy did not have as strong support from the construction industry nor did it have today's more optimistic outlook. Another important factor contributing to a better labour market situation throughout the winter is the extra stimulus provided by the Special Employment Programs. These helped to dampen the normal seasonal impact of unemployment on a labour market that entered the winter with a growing problem of over-supply in many occupational categories.

For the year as a whole in terms of industrial growth and employment the results of 1971 in Metro Vancouver were generally satisfactory following a slow rate of expansion during the first half. One disappointment was the deterioration of employment among the service occupations that occurred in the first half of 1971, with no signs of improvement until well into the first quarter of 1972. An increased number of industrial firms, mostly small manufacturers, established in the area and more firms expanded facilities during 1971. Several cases of firms rationalizing production facilities resulted in layoffs in wood manufacturing and plastics industries but the market was generally strong enough to absorb the displaced manpower. Job vacancies notified by employers during 1971 were 27 per cent above 1970 and slightly exceeded the total for 1969, a favourable year in labour market terms.

Trading on the Vancouver stock exchange increased by 7.5 per cent in dollar value over 1970. This has served to stimulate interest in hiring among Vancouver brokerage firms, following the depressed state of over a year. Other measures of the year's activity are the 50 per cent increase in the value of 1971's building permits issued and the 30 per cent increase in tonnage handled by the port of Vancouver. After settlement of the U.S. dock strike the considerable backlog of freight plus increased exports of grain and other bulk cargoes served to maintain employment in the transportation industries at an exceptionally high winter level.

As indicated by the distribution of building permits, most of the major construction projects are located in the City of Vancouver, with over 31 per cent of the area's total value in 1971. Burnaby and Surrey district municipalities had about 12 per cent of the total each, followed by Richmond (10 per cent), Delta (9 per cent), the North Vancouver municipalities (over 9 per cent), and Coquitlam municipalities (6 per cent). This distribution accounts for 78 per cent of the total.

In Vancouver, construction activity continues to emphasize a shift away from the proportion for apartments, where vacancy rates are moderately higher than a year ago, to hotel and office buildings. Several large shopping centres combined with apartments or row type housing along with a limited number of industrial projects characterize the construction underway in the suburbs. As more shifting away from manufacturing in the city occurs it also causes a shift in the labour market structure. Business and consumer

services are tending to locate more and more in the central core of Vancouver as new manufacturing plants and wholesale distribution facilities move to the suburban areas.

A further increase in the volume of construction for the remainder of 1972 is expected for the Metro Vancouver Area. Housing starts may only be about the same number as last year but 14 major projects outside of that sector are planned to start in 1972. Office buildings included among these are expected to increase the available office space from 8 million square feet to 13 million square feet. How soon these projects will get underway, however, will likely depend upon the outcome of collective bargaining in the industry. At the end of March almost all of the major construction union agreements expire.

Growth of the working age segment of the population continues to exert pressure on the labour market. To accommodate the market's new entrants a high rate of job expansion is more necessary than ever. At Canada Manpower Centres in the Metro Vancouver Area, clients under 24 years of age at December 1971 represented 46 per cent of total registrations for employment. About 20 per cent are under 20 years of age. For these young people more entry positions offering on-the-job training are needed, not only for the high school graduate but for the non-specifically trained university graduate as well.

In the manufacturing sector, many firms have expanded production but have not increased hiring sufficiently to absorb all of the workers laid off over the past two years. Efficiencies introduced during the recent periods of rising costs and declining volumes point to a more intensive use of remaining staff and machinery. Under these circumstances substantial expansion of employment in manufacturing does not usually occur until the industry has sustained capacity operations for a considerable period of time.

Shingle mills, however, are operating at capacity, resulting in shortages of skilled sawyers and other mill workers. Plywood plants, too, are expanding employment with additional shifts. New hirings also have occurred in machine shops and in aluminum fabricating plants to accommodate increased construction activity in all areas of the province. Hard-to-fill vacancies in manufacturing firms include machinists, maintenance mechanics, millwrights qualified as stationary engineers and fiberglass layup men. Entry jobs in sawmills also are available.

Continued growth in consumer and government spending should provide a basis for employment gains in retail trade; finance, insurance and real estate; business and personal services; and public administration. In the first two months of 1972 the number of vacancies notified by employers in all of these sectors showed dramatic increases over 1971. Vacancies for experienced stenographers, clerk typists, and particularly legal stenographers are hard to fill, usually because of stringent employer requirements. Municipal projects under the Local Incentives Program have strengthened the demand for experienced draftsmen and surveyors as well as for all of the skilled construction trades. Other occupations in demand in Metro Vancouver, although not in large numbers, are office machine repairmen, lens grinders, instrument mechanics, and hair-dressers. All of these positions require immediately productive experienced workers.

For the remainder of 1972, the economy will have to contend with expiring union/management contracts. Major negotiations will affect, in addition to all of the construction trades, dairy plant workers, letter carriers, postal workers, woodworkers, smelter workers, longshoremen, warehousemen, towboat officers and crewmen, shipbuilding trades, printers, steelworkers, telephone workers, secondary school teachers, hotel workers and railway workers. Numerous smaller contracts come up for negotiation as well during 1972. Not all of the expiring contracts ~~of the province~~ usually curtail the demand for many of the services and materials supplied by Vancouver firms. About 55 per cent of British Columbia's union members are located in the Metro Vancouver Area.

Not all of the expiring contracts directly involve the M. V. area, but disruptions in other areas of the province curtail the demand for many of the services and materials.

Vancouver Island District

Unemployment in the Vancouver Island District has been far less severe during the first quarter of 1972 than in the same period a year ago, and the number of job vacancies notified to Manpower Centres in the District points out good employment growth over the quarter. In addition the number of persons looking for work through the Manpower Centres, although still at a high level, does show a slight decline from a year ago.

The experience of this quarter gives encouragement to the outlook for the remainder of the year but a caution must be added. The Local Initiatives Program with an expenditure of \$2,250,000 on municipal and community projects has enabled just over 1,250 jobs to be created in the District. The impact of this number of jobs on the District labour market is sizeable and, as these jobs are tied to short term projects with completion dates by the end of May, this element of employment growth should be discounted when considering employment prospects later this year.

However many of the winter construction projects, funded by the municipal loans program, were delayed by adverse weather, especially the prolonged snow conditions, and will therefore have a somewhat longer life-span than originally expected. Other projects, especially road construction have been similarly delayed. In addition several other projects which were being held at a planning stage have now been opened to tender. These include the Marine Biological Station at Bamfield, which will be used by the Universities of British Columbia, Victoria and Calgary and a \$2,500,000 library extension for the University of Victoria.

Construction projects are still predominantly in the schools, health facilities, and municipal services fields. These projects combined with extensive housing development, appear sufficient to guarantee a high level of employment in the construction sector throughout the year.

Forestry and wood products firms are experiencing sustained demand for housing materials and employment is likely to be expanded to capacity limits from now into the summer months. The pulp and paper segment of the forest based industries, presently operating at 75 to 80 per cent capacity, continues to be faced with depressed markets, and employment opportunities remain limited to the highly specialized trades. Shortages of qualified millwrights, electricians, pipe fitters and instrument mechanics have recently been reported by District Manpower Centres.

A considerable increase in vacancies in the retail trade sector and in other service industries was noted by Manpower Centres in the District. Some of these vacancies will be directly related to the Local Initiatives Program but the dispersion of these vacancies throughout the District, as well as the extent of the increase suggests that a pick-up of hiring in these sectors is now becoming more general to all Centres on Vancouver Island.

Of major concern at this time of the year is the prospect faced by new entrants to the labour force, both at the school leaving and university graduate levels. At the present time about one-half of the clients registered at Manpower Centres in the District are under 25 years of age. This year as in the previous two years young persons entering the labour market are going to be faced with the same problems that has led to such a high proportion of young persons amongst the unemployed. Initially they will be entering a labour market with a large surplus of labour providing competition to the less experienced new entrant.

Another limit on opportunities for new entrants is the limited range of development that has been taking place in the District over the last two years. Apart from the Utah mining development at Port Hardy, which has now hired to full work force level, other developments leading to expanded employment have been in the service producing industries.

Although this trend to service industry development is common to the whole country, it does pose several problems over the short term for young persons on Vancouver Island who are looking for career opportunities. Educational, health and welfare service areas and public administration remain under budgetary constraints. The other major employment sector in the District is tourist oriented services. Much of this industry on Vancouver Island is still at an early stage of development and individual establishments are frequently family run, or are marginal operations unable to offer anything more than minimum wage jobs. The industry is still strongly summer oriented so the majority of jobs in it are only temporary. However efforts are being made to enable the industry to become a year round recreational industry and one development presently planned is the opening of a new ski area, at the cost of \$2 million, near Ladysmith.

Banks and insurance companies are another fast growing employment sector but recent moves have led to additional functions being taken over by head offices, frequently located in Vancouver. This tends to limit the range of opportunities available at branch offices in the District. However population expansion to new centres in the northern half of Vancouver Island to suburb areas of Victoria, continues to increase the numbers of these offices.

The high level of construction activity that is expected through the year should enable some young persons to obtain entry positions in that industry. And the logging industry is also expected to be a fairly fertile field for entry positions during this year.

Okanagan-Kootenay District

Buoyant economic conditions which prevailed in the District throughout 1971 provided employment for approximately 9,000 additional workers, equivalent to an increase of almost seven per cent per annum. Employment growth was fairly evenly distributed between new firms locating in the District and those already established prior to 1971.

Over 1,200 new employers located in the District during the past year, representing an increase of about twelve per cent for the period. Approximately seventy per cent of these firms went into business in the construction, trade or community, business and personal services sectors.

Growth was concentrated in the Kamloops-Ashcroft, Cranbrook-Fernie and Kelowna areas, and to a lesser extent in the Vernon-Golden portion of the District. In the Okanagan centres the main stimulus to the economy was generated from a very high level of activity in the residential construction, trade and other service producing sectors, due in large measure to the continuing influx of residents from the Prairies and other B.C. communities into this desirable portion of the province. Major mining and forest-based manufacturing projects provided the principal impetus to growth in the Kamloops-Ashcroft and Cranbrook-Fernie areas, in turn stimulating further expansion in the service producing sectors. Extensive renovations and expansion by wood manufacturing plants in the vicinity of Golden, Grand Forks, Penticton and Princeton made up the major share of District employment growth in this key sector, estimated at almost ten per cent during 1971.

The construction and forest based industries provided the main impetus to economic activity in the District during the first quarter of 1972. However, below normal temperatures and unusually heavy snowfall curtailed both logging and outside construction work during January and February, particularly in the Kootenays, and to a lesser degree in the Kamloops and Okanagan areas.

A definite upturn in both these sectors occurred during March as weather conditions improved. Additional impetus to employment growth is expected to develop during the second quarter of 1972 from expansion in the mining, manufacturing and service industries. Employment in logging should also continue to increase, interrupted by temporary layoffs during the spring break-up period. Further growth in residential, institutional and commercial construction will probably be offset by large scale crew reductions in the industrial sub-sector as major projects in the Kamloops area near completion.

Although the level of economic activity declined during the first quarter of 1972 as compared to the previous three month period, a normal seasonal occurrence, nevertheless operational statistics would tend to indicate that employment activity surpassed that of the first quarter of 1971. Vacancies placed by employers at Manpower Centres in the District during January and February, 1972 totalled 3,288, up almost one third over that recorded for these two months in 1971.

A brief report on the more important industrial sectors follows. The construction, mining and forest-based industries are highlighted in this quarter. They normally exert the greatest influence on the District's economy during this winter period.

A substantial reduction in log production occurred during this quarter as an exceptionally heavy snowpack in the Kootenays curtailed operations in those areas. However, the volume of timber scaled during the first two months of 1972 still exceeded that of the comparable period in 1971 by almost 20 per cent.

A sharp rise in the work force occurred during February in the Nelson area with resumption of full scale logging at "Celgar's" Nakusp operation. Over 450 men had been recalled by the end of February following the shutdown in December. A further buildup in crews is expected to develop throughout the District during the second quarter of 1972, interrupted by temporary cutbacks during the annual spring break-up period.

The current shortage of fallers will likely persist into summer. Skidder operators, log loaders and scalers will probably also continue to be in strong demand.

Demand for fir and spruce lumber in the important United States market continued to be very strong during the first quarter of 1972. Prices for both species advanced approximately ten per cent above that prevailing during the last three months of 1971.

All major wood manufacturing establishments throughout the District were running two shifts during the current period. A few converting plants added a third shift as well during February and March, raising the work force in this sector by over 100 men. Renovation and expansion of existing sawmill and plywood-veneer plants, presently underway or planned for 1972, will create approximately 400 more jobs for workers in this sector in the Nelson, Fernie and Revelstoke areas by year-end.

Occupational demand during this quarter was primarily for fully qualified sawmill tradesmen, particularly millwrights, lumber graders and sawyers. Experienced clients in these trades are expected to be in short supply during the next quarter as well at various centres in the District.

Although depressed conditions persisted in the pulp industry during the period under review, employment at the District's two plants remained stable. Completion of the major expansion at Weyerhaeuser's Kamloops plant will provide work for an estimated 150 men by summer.

In non-wood manufacturing sectors employment remained relatively stable both at mobile home — trailer establishments and at Cominco's smelter and fertilizer plants at Trail and Kimberley. However, as in previous years, crews employed by food processors were reduced during the period.

Some expansion of the secondary manufacturing work force is projected for the Trail area during the last half of 1972. Construction on several new plants to be built under the Regional Incentives program is either presently underway or scheduled to start by summer. The more important projects committed for these areas are listed below.

Firm	Product	Employment
Premier Wood Products Ltd., Trail	Furniture components, hockey sticks	Start 88; possible increase 1973
Western Pemco Ltd., Trail	Pre-fabricated sewage disposal units	Start 82; increasing to 125
Quadra Manufacturing Ltd., Trail	Chain saws	Start 35; increasing to 55
Laugheed Holiday Equipment Ltd., Grand Forks	Trailers	Start 60

A sharp decline in the District's construction labour force occurred during January as extremely cold weather and heavy snowfall temporarily halted outside work at most centres in the District. Layoffs at major projects nearing completion in the Fernie, Princeton and Kamloops areas idled several hundred more workers.

However, by March, employment had taken a significant upturn. Resumption of outside work on most jobs and a high seasonal level of residential, commercial and institutional building provided the main impetus to recovery in this sector.

The value of building permits issued by the principal municipal administrative units in the District during January and February, 1972, totalled approximately \$13 million, almost 30 per cent above the figure for these two months in 1971, itself a very good year. Included in this total were almost 500 new dwelling units, representing an increase of 20 per cent above the comparable months of 1971. New dwelling starts in Greater Kamloops and Kelowna alone averaged approximately 100 per month at each centre during January and February of this year.

Although a further substantial increase in residential, commercial and institutional construction is forecast for the second quarter of 1972, completion of two major projects in the Kamloops area will reduce the present industrial construction work force in the District by almost 2,500 men by summer. The normal spring re-hiring of crews on the Mica Dam project near Revelstoke and the projected buildup of the work force on the Kootenay Canal hydro development, west of Nelson, will provide employment for almost 1,500 workers by fall, partially offsetting these mass layoffs. If proposed large scale mining developments in the Kamloops and Fernie areas finally go ahead a further substantial increase in demand for heavy construction workers could develop by late summer.

A good supply of construction tradesmen was available at most Centres of the District during the period. However, a few unfilled vacancies persisted for experienced maintenance mechanics. Demand for experienced union workers in the building trades is expected to increase substantially during April, then level off as workers laid off on completed union projects become available to meet requirements developing during ensuing months. An increasing volume of residential building projected for the spring and summer should expand job opportunities for non-union workers, particularly carpenters.

The foregoing outlook is predicated on the assumption that the industry will not be plagued by a prolonged work stoppage when 44 separate union contracts come up for renewal at the end of March. Any action on proposed major new projects will probably be deferred until agreements are renewed with the various unions representing the building trades.

During the first quarter of 1972 approximately 300 employees were recruited by new mines coming into production in the first half of the current year at sites in the Kamloops, Fernie and Princeton areas. An additional 200 permanent workers are to be hired by summer for these operations. These gains were partially offset by closure of a small producer at Rossland, and final layoffs at Cominco's "Bluebell" mine near Nelson during January and February. In total about 70 workers were terminated.

Shortage of underground coal miners, engineering equipment mechanics, electricians, millwrights, power shovel and walking dragline operators required by coal mines in the Fernie area intensified during this quarter. Over 60 vacancies in these occupations were still outstanding at the beginning of March. The current unfilled demand for workers in these occupations is expected to persist into summer, but extensive recruiting now underway should alleviate the present shortage to some degree.

As is normal at this time of the year agricultural activity was quite slow. However, experienced orchard workers were in fair demand during February and March as growers attempted to catch up on pruning and other outside farm chores curtailed by severe weather during December and January.

By January only permanent staff were left on the payroll of most packing houses handling tree fruits in the Okanagan areas. Little change is expected to occur until summer when cherry harvesting gets underway.

Normally employment in the service producing sectors drops to its lowest level during this period. However, operational statistics compiled at Manpower Centres in the District indicate that employment activity in these industries did not experience the usual seasonal decline, at least during the first two months of 1972, in spite of the unusually adverse conditions of January.

The two month total of vacancies received from employers at CMC's in the District during January and February either equalled or exceeded that of the last two months of 1971 in all service sectors except transportation, communication and utilities. Hiring of temporary help by post offices to handle Christmas mail always inflates the total in this industry during December.

Significant gains were recorded in the community, business and personal services classification as well as in public administration. The impact of the Federal government's special employment programs would appear to be stimulating employment in these two service sectors. The additional purchasing power made available through these programs may also possibly account to some extent for the higher seasonal level of recruiting by trade establishments during the first two months of 1972.

The high level of activity forecast for the logging, mining, manufacturing and construction industries during the spring and summer months of the current year should provide

further impetus to District employment growth in such service sectors as trade, transportation and finance, insurance and real estate. New retail outlets are scheduled to open at shopping centres in the Kelowna, Kamloops and Fernie areas, and a major grocery chain is being enlarged at Trail.

The usual pickup in tourism between April and June should increase employment in catering and hospitality occupations during this period. New or expanded food and accommodation facilities already announced for spring and summer opening include the Stockman's Motor Inn at Kamloops, the Village Green Hotel at Vernon, the Tamarack Motor Hotel at Cranbrook and the Peebles Motor Inn at Nelson.

North-Central District

Although the level of unemployment in the North-Central District showed a further deterioration from the previous quarter, and is still somewhat higher than it was in the comparable period a year ago, reports from individual CMC's indicate a relatively active labour market for this time of year. Healthy levels of construction, a strong lumber market and steady recruiting action for new operations in mining and pulp manufacturing have been the main contributors to this strength. As a further stimulant, jobs of varying duration have been created for close to 1,000 people under the Federal Government's special winter employment programs. The major weak points in the local labour market include another scheduled closure of the Columbia Cellulose pulp mill near Prince Rupert, layoffs at Bulkley Valley Forest Industries' sawmill complex at Houston, and staff cutbacks at the aluminum smelter at Kitimat.

In outlook, employment gains should exceed seasonal layoffs through most of the next quarter, producing a small net increase in the number of people at work. Further growth in construction, pulp and paper and mining employment should lead to upturn, although the annual curtailments in logging and in oil and gas exploration, caused by spring breakup, will partially offset this improvement. Winter logging has already been affected by unfavourable weather, and with a six to eight week stoppage for the breakup period, log shortages may cause shift cutbacks or even temporary closures at some sawmills. While this might produce a slightly larger seasonal layoff than usual, strength in the other industry sectors should generate, on balance, a mild overall employment expansion.

Despite a favourable employment outlook, the short-term forecast for unemployment is less optimistic. Continued inflows of low-skilled, underqualified job seekers are likely to maintain unemployment at present levels, adding to the serious labour market imbalances already apparent in most parts of the District. Of these, the lack of employment opportunities for women, relatively high unemployment rates among the youth group in the labour force, severe shortages of skilled tradesmen, and an excess supply of university graduates seeking any type of employment, are the most obvious.

Reviewing labour market activity in the various industry sectors, mining was dominated during the past quarter by recruitment at the new Gibraltar mine in the Cariboo and at the Bell and Bradina mines in the Houston CMC area. Strong labour

demand created a number of manpower shortages, although a layoff at the Endako mine and the more recent cut-back at the B.V.F.I. sawmill complex helped alleviate the situation by releasing several skilled tradesmen for re-employment at the new mines. At last report Bell Copper was still hiring drillers, blasters and equipment operators, while Bradina Joint Ventures was still in the labour market for underground miners. In the Cariboo, Gibraltar Mines have been recruiting heavily for a variety of open-pit occupations, mill workers and maintenance tradesmen. Millwrights, welders, heavy duty mechanics and electricians are in particularly short supply.

In the forest products sector, the main highlight has been Northwood Pulp's proposal to purchase Bulkley Valley Forest Industries from its present owners — Bowaters and Consolidated Bathurst. Following an immediate layoff of over 100 personnel in various phases of the operation, the large Houston plant is now producing on a two-shift basis. Plans call for a return to full operation after technical modifications have been introduced at the plant.

Other negative developments in the District's forest industry include a planned closure of the Columbia Cellulose kraft pulp operation near Prince Rupert — scheduled to coincide with the Easter holiday — and the recent loss of seventy jobs due to a fire at Rim Forest Products sawmill in Hazelton. On the positive side, new capacity in the lumber manufacturing sector created over 250 new jobs at several locations during the past quarter. With a strong lumber market inducing capacity operations at most of the existing mills, this rate of job creation imposed some strain on the local supply of skilled sawmill workers.

Over the next two quarters the main development in the forest products sector will be the hiring of staff for the two new pulp mills at Quesnel and MacKenzie. At present, occupational shortages in the pulp and paper industry include millwrights, electricians, pipefitters and welders. In lumber manufacturing, sawmill millwrights, electricians, saw filers and fitters, band and circular head sawyers, edgermen, planermen and lumber graders are all in demand at various locations in the District. As noted earlier, log shortages may cause some cutbacks in sawmills, although it is likely that the present severe shortages of maintenance trades will persist.

In other manufacturing, the Aluminum Company of Canada continued to operate its Kitimat smelter at the sub-capacity levels prevailing since 1970. Following a cost-cutting reorganization the company recently laid off a number of salaried staff, including engineers and accountants. Several of these are still seeking re-employment.

As one of the main contributors to the overall level of activity in the District, the construction industry has continued at a brisk pace and labour demand is well above normal for this time of year. The two new pulp mills, various mine construction projects, a program of modifications to the Eurocan Pulp and Paper complex at Kitimat and a substantial level of building activity at Prince George, have all contributed to this strength.

Although the possibility of work stoppages due to labour-management contract negotiations is a major issue in the second quarter construction outlook, a variety of smaller institutional and commercial projects in the District's main growth centres should provide a modest stimulus for further employment growth over the next few months. However, by the third quarter, the overall level of employment may be curtailed somewhat

by completion of the several major industrial projects now underway and a rather slacker labour market is anticipated for the construction sector by fall.

For the most part, the service producing industries remain in seasonal slack with heavy oversupplies of labour in most occupations. Automobile mechanics, auto body repairmen, colour television repairmen, office machine mechanics, hairdressers and legal stenographers are most frequently cited as shortage occupations. Certain occupations in the health services sector are also in varying degrees of shortage. These include vacancies for chief medical technologists at Dawson Creek and Prince Rupert, registered nurses at Terrace and a long-standing vacancy for a certified nursing orderly at Fort St. John.

In outlook, employment in the service producing sector should experience its normal seasonal upturn toward the end of the second quarter. Stronger demand for the various automotive trades is likely to emerge as vehicle traffic increases; and a general employment expansion in the food and accommodation sector should provide more jobs for waitresses, cooks and chambermaids as summer tourist flows pick up. While these gains will alleviate the current unemployment problem in the service industries to some extent, difficulty in finding work for large numbers of less qualified people is expected as a major issue.

CMC Whitehorse

The Yukon experienced a continued seasonal decline in job opportunities during the quarter under review, accompanied by further increases in unemployment. However all of this deterioration can be attributed to purely seasonal factors, and compared with the same period of last year the labour market appears considerably healthier. This claim is supported by statistics collected from the Whitehorse Manpower Centre showing that the average number of unemployed clients registered at the CMC during the past three months has declined by approximately twenty-six per cent from the comparable period a year ago. At the same time, job openings notified to the CMC by local employers have increased by more than 100 per cent from the corresponding month of last year.

The Federal Government's special winter programs to alleviate seasonal unemployment have contributed significantly to the current strength in the labour market relative to the previous year. Since most of the projects funded under the terms of these programs will reach completion before the end of May, unemployment may show some tendency to rise during the second quarter. However, by the beginning of the third quarter the seasonal upturn in construction and the service industries should provide sufficient job opportunities to re-absorb most of the manpower released from these projects. Consequently, provided there is no large influx of unemployed job-seekers, the outlook is for reasonably stable levels of unemployment during the next two quarters.

Reviewing current developments in some of the major industry sectors, it now appears possible that the Hudson-Yukon mine at Quill Creek may not become operational until May of this year at the earliest. The mill is already built, but geological difficulties at

the mine have delayed start-up. About eighty men are currently engaged in development work at the site. Elsewhere in the mining industry, Whitehorse Copper is continuing with underground development of its copper property near Whitehorse, with about sixty men on the payroll. Production from the rejuvenated mine is still scheduled for January 1973.

In the construction industry, figures recently released show that the value of building permits issued by the City of Whitehorse declined in successive years from a record of almost \$6 million in 1969, to less than \$4 million in 1971; but despite this decline in value, a record 189 permits were issued in 1971, up significantly from the 119 issued the previous year. At present, the construction industry is in a state of normal winter slack throughout the Territory, although the outlook is for a reasonably healthy level of activity through the summer. Some of the larger projects likely to generate employment over the coming months include completion of a commercial and shopping mall in Whitehorse, completion of the Whitehorse Regional Library, and several school construction projects. Adding to these items, the Department of Public Works recently announced a \$3.4 million expenditure program for a variety of projects through the 1972/73 fiscal year. These include a plan for integrating the federal and city water systems in Whitehorse, and several highway reconstruction and bridge building projects at various locations in the Territory. In other government developments, the Department of Indian Affairs has budgeted \$260,000 for home improvements in fourteen native communities throughout the Yukon; and the Territorial Government has agreed, in principle, to a plan for establishing a rental-purchase program which would provide for construction of 460 low rental housing units over a five year period. The plan calls for the building of 40 units during the coming fiscal year.

The service producing sector enjoyed considerable activity during the Sourdough Rendezvous and the Arctic Winter Games, but is likely to revert into seasonal slack until the annual tourist flows commence around June. The main highlight of the past quarter was the recruitment of approximately 100 full-time and part-time employees for the new Woolworth Store in Whitehorse. Large numbers of local residents filed applications for these positions, indicating a continued oversupply of people available for work in the service industry.

Reviewing the labour market by occupation, shortages remain limited to the more highly skilled activities. Several jobs are available for helicopter pilots with a minimum of 2,000 hours of bush flying experience; and there are still serious shortages of millwrights, heavy duty mechanics, electricians, welders and sheet metal workers for the various minesites. The White Pass and Yukon Route company which transports much of the Territory's mining output, is still hiring drivers for several road hauls; but good drivers with northern experience are normally quite easy to obtain and this occupation is not generally in shortage. There is also a continuing demand for office workers, although the supply of people looking for work in this field remains well in excess of employer requirements. Only in the case of openings for more highly qualified secretaries and stenographers is there any difficulty in meeting the demand. The main labour surpluses are of surveyors, teachers, waitresses, cooks, light truck drivers and most construction trades. Unskilled labourers remain in heavy surplus.

In outlook, the expected seasonal upturn in building activity should absorb most labour surpluses in the construction trades, while increased hirings by the hotel industry over the coming months will create severe shortages of waitresses, cooks and chambermaids for the more remote highway lodges. Such shortages occur each year as few people are willing to take employment in isolated parts of the Territory. Paralleling the anticipated increase in vehicle traffic, an upturn in the demand for automobile mechanics and auto body repairmen is also likely since these occupations periodically move into shortage, depending on the time of year.

LABOUR MARKET INFORMATION AND CAREER GUIDANCE

This article was prepared by Mr. G. W. Nobbs, District Economist, Metro Vancouver, induced by the considerable concern of counsellors today with helping young people make a smooth transition from school to work. It is intended to articulate their labour market information needs. Following the narrative there is an annotated bibliography of pertinent material published by the Department of Manpower and Immigration.

Introduction

Progressive urbanization and industrialization accompanying the development of science and technology has changed Canada from a predominantly agricultural community to a complex interdependent society. One tangible result of this transformation is an elaborate division of labour and a proliferation of occupational specializations. In the basically rural society that existed before industrialization, the transition from the dependency of youth to the privileges and responsibilities of adult status followed a fairly simple pattern. Except for the professions the connection between education and occupational training was tenuous and vocational preparation was largely a matter of "learning by doing". Today, new entrants to the labour market are confronted with what becomes for many, a bewildering array of vocational choices. For many vocations specific preparation in a training institution is a prerequisite to entry. These developments have both extended and re-shaped the educational system.

With the accelerated tempo of social and economic change in today's world the smooth and efficient transfer of young people between school and work becomes more difficult. Not only do they need more realistic information but relevant preparation as well. How do young people make their educational and occupational choices, and to what extent is the process one of rational planning and decision making? How much drift and haphazard allocation into the available jobs is there in the labour market? These are unsettling questions that counsellors may often ask themselves. Counselling can contribute to better career decision making and work adjustment for many individuals. It should also be recognized, however, that counselling cannot be expected to compensate for fundamental inadequacies that often exist in the educational and other institutions involved in the labour market.

Several dramatic changes have occurred. Technology has destroyed old jobs and created new ones, market conditions for professional manpower have altered and more paraprofessional occupations have emerged. "For the first time in its history Canada faces the prospect of an abundant supply of highly trained people". This statement was made by the Economic Council of Canada and refers to the abundant supply of secondary and post-secondary school graduates entering the labour market at the present time. Recent increases in the output of university graduates have exceeded the growth of employment for many disciplines. These and many other trends affecting the labour market make occupational selection more difficult than ever if one wishes to avoid becoming part of an excess manpower supply.

One important aspect of this problem is how the supply flows of manpower are controlled. Educational institutions participate in the labour market by producing large

numbers of generally career oriented persons each year. They not only control curricula but by defining eligibility and programme size affect the flow of trained personnel. Better understanding of the market's reaction to the graduates in any year would help to alleviate some of the redundancy problem, but the institutional structure of education may not always be flexible enough to respond quickly to all of the market needs. Sufficient information about current and future labour market impacts of the graduate flows is seldom available even to institutional decision makers in the market. As major market problems become more persistent, better information for all market participants is needed to speed up the rate of adjustments and reduce much of the uncertainty for individual decision makers.

Career Guidance Objectives

It is a prime goal of manpower policy to ensure that all human resources are fully developed and utilized. Embodied in that goal are the dual objectives of efficiently allocating manpower resources and providing optimum choice for all labour force participants. To achieve these objectives a manpower system should allow each individual to plan a working career in full awareness of his or her own abilities and the alternatives open to them. With greater specialization required of workers and more of their work life spent in school, greater attention to counselling and exposure to work options will be needed to help potential entrants to the labour market make occupational choices. Too often in the past, career decisions were made on the basis of scholastic aptitude alone. Manpower policy makers will realize the difficulty and cost of providing remedial attention but educators too are growing more aware of the need to prepare students for the world of work.

Guidance is a young profession and during its brief existence has undergone several major changes in orientation. It began by helping low income youngsters to find jobs after they left school. In the 1930's the focus was on matching men and jobs by assessing the aptitudes of the unemployed against the skill requirements of specific jobs. By the fifties a psychological development approach was adopted with the guidance counselor becoming a kind of therapist. A person's attitudes, feelings and aspirations became the centre of concern as well as their vocational interests. Today most guidance takes place in junior and senior secondary schools and includes helping students make "life adjustments" and achieve emotional maturity; and should include the giving of substantive advice on jobs, skill training and ways to make a living. Assisting school leavers, graduates and others, to bridge the gap between school and work is rapidly becoming one of the most important functions of a school counsellor. They are supported in this function by the counsellors of Canada Manpower Centres.

This is not meant to imply that career guidance is some kind of "slotting" process about which individuals are expected to have little say. Most commonly the counselling philosophy adopted is one where the individual is the decision maker. In this context it is the counsellor's responsibility to delineate the job opportunities for consideration, define and elaborate on the career options and teach the individual where necessary the basics of good decision making. A counsellor's relationship in the usual labour market situation, then, is one of informing and assisting the individual with his decision making process. Effectiveness in career counselling is very closely related to the counsel-

lor's knowledge of labour market trends and research assessments of the market's future requirements two, five or more years hence. Counsellors must also know their local job market, its employers, trade union leaders, officials of trade schools and administrators of publicly supported training programs.

Individuals forced by circumstances to derive their livelihood from the sale of human skills must make immediate work decisions and career decisions. Work decisions are influenced by their knowledge of present markets. Career decisions require not only information on future markets, which are dependant upon the interrelation of all agents in the market, but information on personal aptitudes and interests. A vast number of career options, each with its peculiar environmental and market phenomena confront individuals today. Each person is faced with the problem of collecting and analyzing a considerable amount of information. A need for more and better information may be obvious, but apart from this, individuals still require considerable assistance if the material already available is to be used effectively. Many people are not satisfied in their occupations today because of poor guidance and lack of information at the time they were faced with making career plans.

Counsellors in the schools have special responsibilities because they are dealing with relatively uninitiated, potential new entrants to the labour market. Improved general education may have only a limited effect in helping young people move into satisfactory jobs unless clear linkages are developed between the educational and training institutions and employers. In some areas school counsellors have initiated class projects to gather information about local employers. Brochures are sometimes prepared listing the employers, types of entry jobs available in each firm, hiring requirements, opportunities for advancement, working conditions and other related information. These help to familiarize young people with the prerequisites for employment and help them to conduct an effective job search on their own. In addition, counsellors can get to know employers and thus be in a position to assist them in assessing the qualifications of individual students in relation to the skill requirements of particular jobs. By actively demonstrating their concern for a student's job future, they could encourage these students to complete school and make realistic plans for training and entry into employment.

In the labour market, information about jobs represents a form of capital acquired at the cost of search time, transportation expenses and the cost of foregone earnings. These costs will vary systematically with the various characteristics of occupations. When the prospective employers of a worker are readily identified — which is partly determined by how specialized a worker is — the search for a job is more economical. Inquiries are not wasted on irrelevant possibilities. From a social viewpoint, the return from investment in information is a more efficient allocation of the labour force. Information about the labour market then represents a form of endowment to new entrants, valued in terms of the future revenue and satisfactions derived from a better job. In just the same way the education and training a young person receives also represents capital in labour market terms.

Information Needs

At some point during their preparatory years most young individuals are faced with a problem of choosing a vocational field, then determining the kind and amount of

skill to acquire. For many careers such decisions are based on an assumed need in the labour market often five or more years hence. Later these people may be faced with a problem of choosing between employers if their selected occupational pursuit happens to be in strong demand when they are ready for entry. If they were not so fortunate they might have to endure periods of unemployment or underemployment. Forecasts of requirements in occupations appropriate to individual aptitudes, interests and temperaments are needed to assist these people. They need objective information on the number and kinds of workers that will be needed in local, regional and national labour markets.

Ideally, projected estimates of occupational requirements should be accompanied by comparable supply estimates and include statements about the kind of competition individuals are likely to face in their pursuit of occupational goals. Highly disaggregated occupational data in profile form would help to delineate the career options open to individuals. Although a considerable amount of research is directed towards this end the forecasting of employment conditions in specific occupations is still in its infancy. What research has produced so far has been grasped eagerly by counsellors and planners of education and manpower programs.

A considerable amount of published material describes the nature and requirements of jobs. It is available from trade associations, professional and technical societies, industrial firms, trade unions, institutions and government departments. Most of the brochures and pamphlets are provided on request and are usually free or obtainable at a nominal charge. Any comments about the outlook for employment in specific occupations often included in material of this nature are likely to be based on subjective judgments rather than scientific research. Seldom if ever discussed in this type of material are the occupations declining in employment terms or the occupational skills that are in, or likely to move into over-supply situations in the short and medium term future. But such information is just as vital for the career planning process.

For individuals about to enter the labour market a knowledge of job opportunities is essential. They need to know what jobs are in demand and where they are located. This requires identification of the entry positions along with complete details of hiring requirements, what qualifications are necessary, how the skills are acquired, opportunities for advancement, the linkages between occupations; working conditions and pay. Many require specific information on the availability of apprenticeships and methods of entry to the skilled trades. Useful supplementary information includes data on persistent occupational shortages and surpluses, occupational profiles of industry and job vacancy data analysed and interpreted on a regular basis. Short term employment forecasts and occupational outlooks help those about to enter the labour market to at least narrow their job search before they leave the educational institution.

Occupational research in the Department of Manpower and Immigration during the past five years has focused on the development of supply and demand data, hiring requirements and forecasts useful for program planning and counselling purposes. Liaison with a Canada Manpower Centre now gives individual clients, school counsellors, employers and others access to a considerable body of specialized labour market knowledge. Results of special studies and research projects are frequently published. Periodical

publications review the national and local labour market situation and typical manpower problems. In the following bibliography the departmental publications most relevant for career counselling are listed.

Annotated Bibliography
Department of Manpower and Immigration
Publications Containing Useful Career Counselling Information

OCCUPATIONS

Careers for the 70's — British Columbia Occupational Information, First Edition, published December 1970. This is a handbook designed to serve the needs of counsellors and clients for local career information. It contains 346 occupational profiles that describe the nature of the work, working conditions, entry qualifications, employment outlook, earnings and sources of further information about each occupation. Occupational trends are discussed and profiles of important B.C. industries are presented. Supplementary information includes wages rates, apprenticeship programs, post secondary training institutions; trade unions and associations relating to occupations in the book.

Directory of Services — Published October 1970, Pacific Region, Department of Manpower and Immigration. This is a directory of employers in the Metro Vancouver area who have indicated a willingness to participate in the education of youth by providing information concerning their industry and its occupations. Services offered cover printed matter, speakers, films, plant tours and work observation for students and counsellors. Amendments to the directory are prepared regularly.

Canadian Occupations, Briefs — Published by the Occupational Research Section, Program Development service. Each brief deals with a single occupation and covers such areas as nature of work, preparation and training required, and employment opportunities. Briefs are supplied in bulk quantities, by the Occupational Research Section, to all provincial Departments of Education from whom school counsellors, librarians and educators can obtain copies. In addition, copies are placed, for reference purposes, in all Canada Manpower Centres. Listed at the end of this bibliography are all of the occupations for which "briefs" have been prepared.

Canadian Occupations, Entry Requirements — Published by the Occupational Research Section, Program Development Service. This series is basically the same as the Canadian Occupations Briefs, except that the Entry Requirements are directed to prospective immigrants. It describes the Canadian requirements for entry into specific professions and trades. These are revised regularly to present the most up-dated information as possible. These are distributed, on request, by Immigration Offices abroad. In addition, copies are placed, for reference purposes, in all Canada Manpower Centres. Listed at the end of this bibliography are all of the occupations for which "entry requirements" have been prepared.

CAREER OUTLOOK

Career Outlook — University Graduates — Published annually. Contains information on career opportunities available for students studying in various disciplines, labour market conditions, expected starting salaries, course offerings and other developments in university education — Bilingual —

Requirements and Rates of Pay for University Graduates — Published annually to provide CMC counsellors, employers, university officials, organizations, government agencies, and other interested parties, with up-to-date information on starting salaries for university graduates from various fields of study. Based on surveys of large national employers and Canada Manpower Centres at universities — Bilingual —

Supply and Demand — New University Graduates — An analysis of the supply and demand of new university graduates. It deals principally with the past and present supply of graduates by faculty, the demand for graduates, and the starting salary rates paid. — Bilingual —

University and Community College Guide to Graduations and Average Starting Salaries — A statistical summary published annually. Contains tables on estimated starting salaries for universities and technological institute graduates, and on estimated graduations and enrollments by discipline and by university (undergraduate and graduate) or technological institute. — Bilingual —

Directory of Employers Recruiting New University Graduates — Published annually primarily for the use of graduating university students at CMC's on campus. Cross-indexed by location of employer, type of employer, discipline, and level of degrees. — Bilingual —

Career Outlook — Community College Graduates — Published annually. Contains information on career opportunities available for students studying in various disciplines at institutes of technology and community colleges, labour market conditions, expected starting salaries, course offerings and other developments. — Bilingual —

Requirements and Rates of Pay for Community College Graduates — Published annually. To provide CMC counsellors, employers, university officials, organizations, government agencies, and other interested parties, with up-to-date information on starting salaries for technological institute graduates from various fields of study. Based on surveys of large national employers and Canada Manpower Centres at Community Colleges. — Bilingual —

FORECASTS AND OTHER RESEARCH

A Projection of Manpower Requirements by Occupation in 1975, Canada and Its Regions — Published 1969 by the Research Branch, Program Development service. This study explores how growth of the Canadian economy affects the structure of future manpower requirements. It contains projections for 1975 of the requirements for manpower by the 1961 census classification of occupations and groups for Canada and each of the five regions. Charts and tables show the required manpower inflow from 1961 to 1975 for occupations. Required manpower inflow represents the additional manpower resources which must be provided by net additions to the labour force. Also included is a selected research bibliography.

Canada's Highly Qualified Manpower Resources — Published 1970, Research Branch, Program Development Service. This study is a first attempt to construct a view of the size and more important characteristics of Canada's highly qualified manpower. Special attention is given to scientists and engineers, drawing upon data obtained by the Department of Manpower and Immigration in its 1967 Survey of Scientists and Engineers. It focuses on the growth and deployment of highly qualified manpower in Canada.

The Market Situation for University Graduates Canada — Research Branch, Program Development Service. This study is part of a series of exploratory research into the supply and demand characteristics of the market for highly qualified manpower. Special attention is given to the degree level, discipline and geographic character of the labour market for 1971 university graduates. The results additionally provide a preliminary view of the 1972 situation.

Supply and Requirements Projections of Physicists Canada 1976 — Research Branch, Program Development Service 1971. Establishment of a projection base and the presentation of supply and requirements projections of physicists to 1976 are the concerns of this study. Some implications of the projections are discussed as well as the methodology that was applied. A list of selected references is included.

Supply and Requirements Projections of Engineers Canada 1976 — Research Branch, Program Development Service 1971. This is the second in a planned series of projections of the supply and requirements of highly qualified manpower. As better data becomes available the projections may need to be revised from time to time.

Survey of Professional, Scientific and Technical Manpower 1967 — Selected Tabulations — General Surveys Section, Manpower Information and Analysis Branch. This report briefly describes the Survey of Professional, Scientific and Technical Manpower conducted in 1967, and includes a number of selected tables of data derived from the survey. The tables provide data in considerable detail about architects, engineers and natural, physical and social scientists. Information includes personal characteristics, educational levels and field of study, places of birth, education and employment, scientific experience, and employment profile in terms of fields of specialization, industries, work functions and salaries.

Professional, Scientific and Technical Manpower in Canada, 1967 — Employment and Earnings by Geographic Area — General Surveys Section, Manpower Information and Analysis Branch. This report presents a brief description of the 1967 Survey of Professional, Scientific and Technical Manpower, a summary of the major findings relating to employment and earnings by geographic area and some statistical tables broken down by field of employment, region and province, major metropolitan areas and average salaries.

CURRENT AND SHORT TERM LABOUR MARKET INFORMATION

Pacific Manpower Review —

Prairie Manpower Review —

Ontario Manpower Review —

Quebec Manpower Review —

Atlantic Manpower Review — Published bimonthly or quarterly in each region by the Manpower Information and Analysis branch. Current information on local district developments, persistent shortage and surplus occupations, registered clients, vacancies notified and a regular analysis of the labour market situation is provided in these reviews. Also included are special articles on significant manpower developments, and other subjects of general interest to employers, counsellors and educators.

Canada Manpower Review — National Labour Market Analysis Section, Manpower Information and Analysis Branch, Ottawa, published quarterly. Contained in this regular publication are current reviews and in-depth studies of topical economic and manpower developments, trends and problems.

CHECKLIST OF CANADIAN OCCUPATIONS — "BRIEFS"

March 1972

BR-5	Accountants	BR-365	Medical Lab. Technologists
BR-10	Actuaries — Life and Casualties	BR-367	Medical Record Librarian
BR-32	Barbers	BR-385	Municipal Policemen
BR-37	Biologists	BR-402	Nurses
BR-43	Botanists	BR-405	Nursery School Teachers
BR-70	Chiropractors	BR-408	Nursing Assistants
BR-74	Choosing Your Career	BR-422	Occupational Therapists
BR-76	Clothes Designer	BR-426	Oceanographers
BR-78	Computer Occupations	BR-435	Optometrists
BR-80	Computer Programmers E.D.P.	BR-451	Parole Officers
BR-82	Computer Programmers (Scientific)	BR-456	Pharmacists
BR-85	Correctional Officers	BR-460	Physicians and Surgeons
BR-94	Dental Assistants	BR-462	Physiotherapists
BR-95	Dental Hygienists	BR-465	Podiatrists
BR-96	Dental Lab. Technicians	BR-468	Probation Officers
BR-98	Dentists	BR-469	Provincial Policemen
BR-103	Dieticians	BR-474	Psychiatric Nurses
BR-107	Digital Computer Operators	BR-477	Psychologists
BR-122	Economists	BR-514	Radiological Technicians (Medical)
BR-132	Elementary and Secondary School Teachers	BR-525	Royal Canadian Mounted Police
BR-139	Entomologists	BR-542	Security Guards
BR-158	Firefighters	BR-546	Social Workers
BR-161	Florists	BR-548	Sociologists
		BR-549	Speech Therapists and Audiologists
BR-163	Forest Engineers	BR-557	Stationary Engineers
BR-165	Forest Technicians	BR-559	Statistician
BR-167	Foresters	BR-	Surveyors
BR-186	Geologists	BR-566	Systems Analysts (EDP)
BR-212	Hairdressers	BR-567	Systems Analysts (Scientific)
BR-229	Home Economists	BR-608	Unit Record Equipment Operators
BR-232	Hospital Administrators	BR-613	University and College Teachers
BR-250	Interior Designers	BR-636	Veterinarians
BR-286	Journalists	BR-650	Vocational Teachers
BR-310	Key Punch Operators	BR-723	Zoologists
BR-334	Lawyers		

CHECKLIST OF CANADIAN OCCUPATIONS — “ENTRY REQUIREMENTS”

March 1972

ER-3	Accountants	ER-219	Heavy Equipment Operators
ER-4	Actuaries	ER-226	Home Economists
ER-8	Agricultural Scientists	ER-	Hospital Administrators
ER-12	Aircraft Maintenance Engineers	ER-253	Insulators
ER-14	Aircraft Pilots	ER-	Industrial Radiographers
ER-18	Appliance Servicemen	ER-257	Insurance Adjusters
ER-20	Architects	ER-262	Insurance Salesmen/Agents
ER-27	Auctioneers	ER-280	Jewellers
ER-	Audiologists	ER-333	Land Surveyors
ER-32	Bakers	ER-336	Lathers
ER-34	Barbers	ER-338	Lawyers
ER-38	Biologists	ER-344	Librarians
ER-42	Blasters/Powdermen	ER-362	Machinists
ER-47	Boilermakers	ER-364	Masseurs and Masseuses
ER-53	Bricklayers	ER-366	Masters — Water Transport
ER-62	Carpenters	ER-368	Mates — Water Transport
ER-64	Cement Finishers (Construction)	ER-372	Mechanics — Elevator
ER-66	Chemists	ER-	Mechanics — Heavy Duty Equipment
ER-68	Chiropractors	ER-	Mechanics — Motorcycle
ER-72	Computer Programmers	ER-374	Mechanics — Motor Vehicles
ER-74	Conservation Officers	ER-378	Mechanics — Refrigeration & Air Conditioning
ER-77	Cooks and Chefs	ER-380	Medical Record Librarians
ER-	Correctional Officers	ER-382	Meteorologists
ER-83	Crane Operators — Construction Industry	ER-385	Millwrights
ER-95	Dentists	ER-388	Moulder — Foundry
ER-98	Dietitians	ER-396	Navigators — Air Transport
ER-101	Dispensing Opticians	ER-410	Nurses — General Duty
ER-108	Draftsmen	ER-412	Nursing Assistants
ER-115	Cleaners	ER-424	Occupational Therapists
ER-121	Economists	ER-428	Oceanographers
ER-127	Electricians — Construction	ER-	Opticians — Dispensing
ER-129	Electricians — Industrial	ER-434	Optometrists
ER-138	Embalmers	ER-444	Osteopaths
ER-139	Engineers — Forest	ER-451	Painters & Decorators (Construction)
ER-140	Engineers — Marine	ER-453	Patent Agents
ER-142	Engineers — Professional	ER-457	Pharmacists
ER-144	Engineers — Stationary	ER-463	Physicians & Surgeons
ER-152	Firefighters	ER-464	Physiotherapists
ER-154	Fitters — Pipe, Steam, Gas & Sprinkler	ER-	Pipefitters etc.
		ER-465	Plasterers

ER-164	Foresters	ER-467	Plumbers
ER-168	Forge Shop Workers	ER-468	Policemen — Municipal
ER-205	Glaziers	ER-469	Podiatrists
ER-212	Hairdressers	ER-470	Policemen — Provincial
ER-218	Heavy Duty Equipment Repairs	ER-471	Printers
ER-473	Projectionists — Motion Picture	ER-560	Shot Firers
ER-	Prosthetists & Orthodontists	ER-565	Social Workers
ER-475	Psychiatric Nurses	ER-566	Speech Therapists
ER-477	Psychologists	ER-569	Systems Analysts
ER-512	Radio Operators	ER-571	Teachers
ER-520	Repairmen — Motor Vehicle Body	ER-574	Technicians — Dental
ER-522	Repairmen — Radio & T.V.	ER-580	Technicians — Forest
ER-524	Repairmen — Watch & Clock	ER-586	Technicians — Radiological (Medical)
ER-538	Royal Canadian Mounted Police	ER-588	Technologists — Medical Lab.
ER-542	Salesmen — Real Estate	ER-594	Tool and Die Makers
ER-550	Servicemen — Oil Burners	ER-635	Veterinarians
ER-	Servicemen — Appliances	ER-666	Welders
ER-555	Sheet-Metal Workers		

STATISTICAL APPENDIX

LABOUR MARKET BY OCCUPATION

- Client Registrations
- Vacancies Registered

INDUSTRY INDICATORS

- General Economic
- Forestry
- Construction
- Mining
- Trade

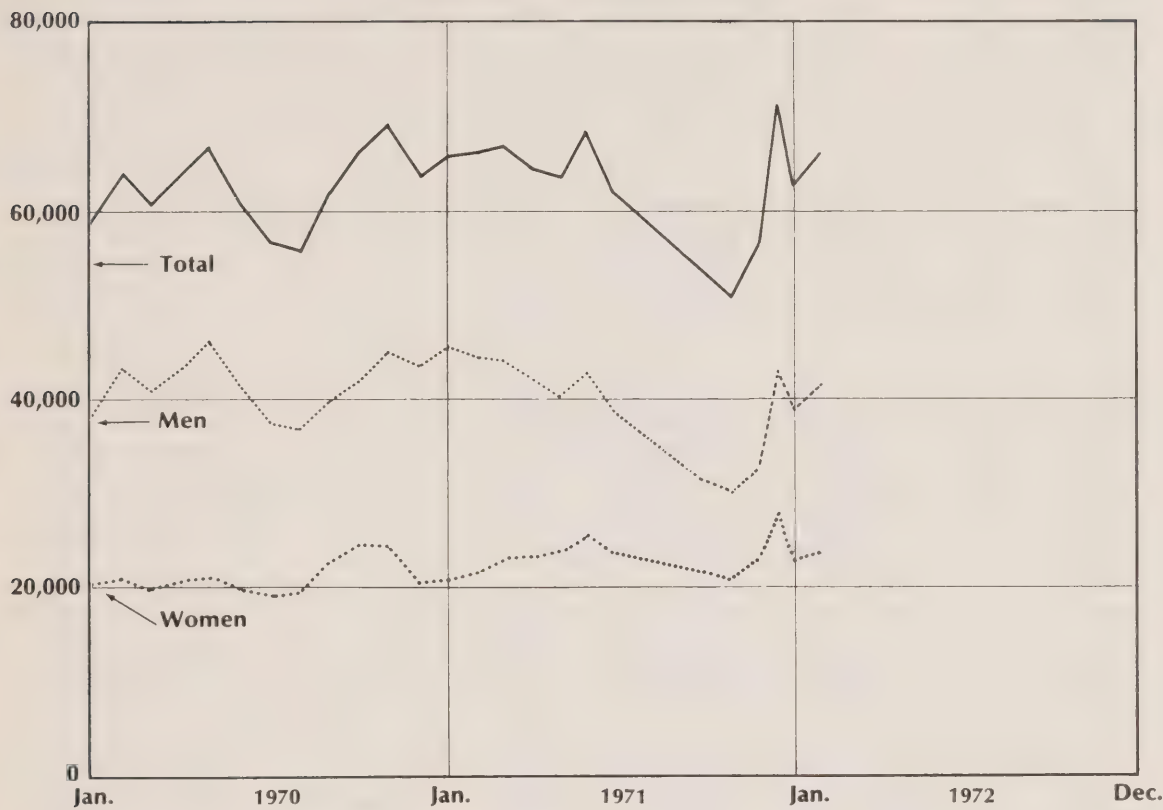
Table A-1
REGISTERED CLIENTS WITHOUT EMPLOYMENT
BY CANADA MANPOWER CENTRE
PACIFIC REGION, JANUARY 1972 (MONTH-END)

CMC Area	Clients	CMC Area	Clients
Abbotsford	1,645	Port Alberni	1,346
Campbell River	953	Powell River	892
Chilliwack	2,641	Prince George	1,943
Courtenay	1,364	Prince Rupert	1,078
Cranbrook	1,608	Quesnel	1,074
Dawson Creek	886	Terrace	1,374
Fort St. John	1,058	Trail	1,400
Kamloops	2,779	Vancouver Metro	30,411
Kelowna	1,505	Vernon	1,881
Nanaimo	1,584	Victoria	5,070
Nelson	968	Whitehorse	515
Penticton	1,886	Williams Lake	627

Note: Care must be exercised in the use and interpretation of the operational data from Canada Manpower Centres. Statistics on the number of persons registered at CMCs do not constitute an adequate measure of the number of unemployed. The only official measure of unemployment and of the rate of unemployment is from the Labour Force Survey conducted by Statistics Canada.

Source: Department of Manpower and Immigration.

Chart A-1
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION, 1970 - 1972



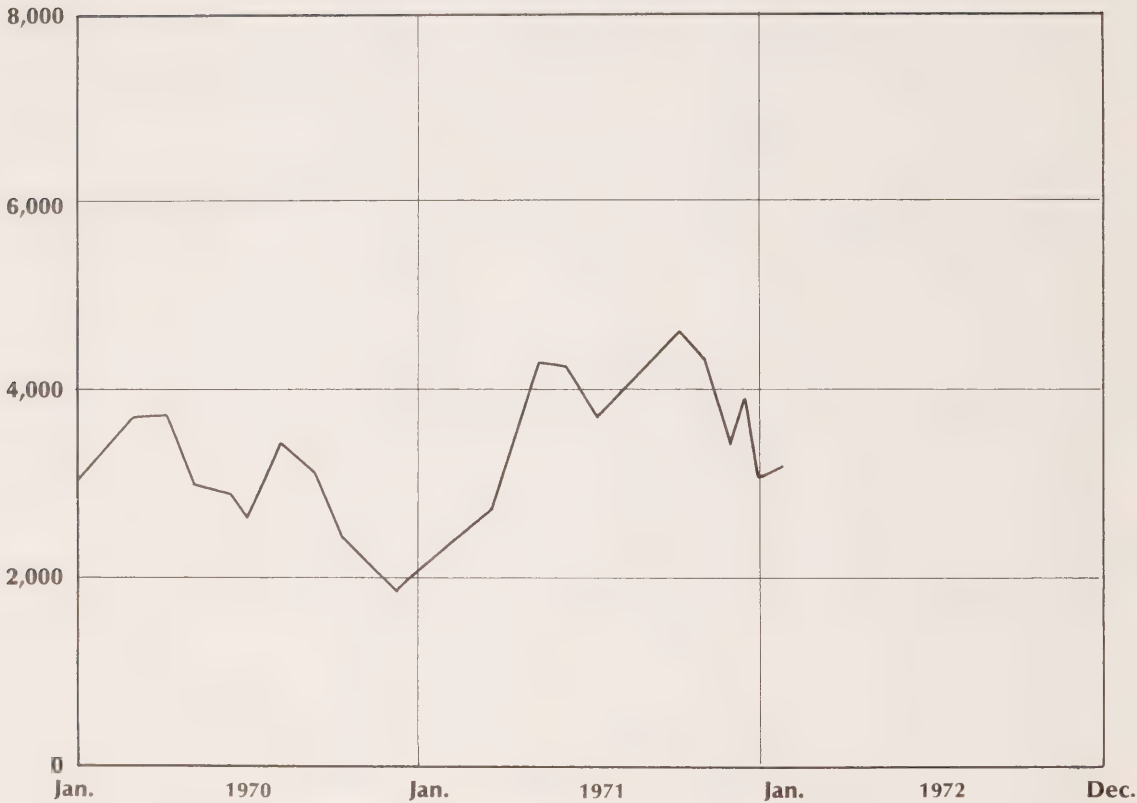
Source: Department of Manpower and Immigration.

JANUARY 1972 (MONTH-END)

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	4,694	10.9	1,666	7.1
Clerical-Sales	4,340	10.0	12,375	52.8
Services	3,724	8.7	6,093	26.0
Farming, Fishing, Forestry and Related	1,251	2.9	179	0.8
Processing	650	1.5	554	2.3
Machine Trades	3,597	8.4	41	0.2
Bench Work	547	1.3	386	1.6
Structural Work	12,131	28.2	12	0.1
Miscellaneous	10,283	23.9	910	3.9
Not Specified	1,818	4.2	1,237	5.2
Total	43,035	100.0	23,453	100.0

Source: Department of Manpower and Immigration.

Chart A-2
MONTH-END VACANCIES
PACIFIC REGION, 1970 - 1972



Source: Department of Manpower and Immigration.

JANUARY 1972 (MONTH-END)

	Total Vacancies	
	Number	%
Professional, Technical and Managerial	440	13.8
Clerical-Sales	925	29.0
Services	709	22.2
Farming, Fishing, Forestry and Related	33	1.0
Processing	36	1.1
Machine Trades	238	7.5
Bench Work	130	4.1
Structural Work	346	10.9
Miscellaneous	332	10.4
Total	3,189	100.0

Source: Department of Manpower and Immigration.

Table A-2
GENERAL ECONOMIC INDICATORS — BRITISH COLUMBIA

GENERAL ECONOMIC INDICATORS — BRITISH COLUMBIA				Percent Change	
		Latest Month		Previous Month	Latest Month 71/72
* EARNINGS AND HOURS WORKED	Unit		Amount		
Wages and Salaries	\$ per week	November	159.14	- 0.4	+12.0
Average Earnings	\$ per hour	November	4.27	—	+10.6
Average Hours	Number	November	38.1	+ 0.8	+ 2.4
PRODUCTION					
Value of Factory Shipments	\$'000	December	339,100	- 3.6	- 6.9
Lumber Sawn	M.f.b.m.	November	800,100	—	+23.2
Paper Production	Tons	November	159,100	- 4.9	- 4.2
Pulp Production	Tons	November	379,100	- 4.2	-13.1
Fish Landed	\$'000	January	163	-68.2	+43.0
INTERNAL TRADE					
Retail Sales	\$'000	December	395,272	+27.3	+17.1
Electric Power	Million kwh	December	2,693	+ 5.0	+ 5.8
Sales of Life Insurance	\$'000	October	78,610	+36.6	+ 2.5
Gasoline Consumed	'000 gal	October	55,200	- 7.7	+ 9.1
Tourist Permits	Number	November	64,800	-24.5	+11.9
CONSTRUCTION					
Building Permits	\$'000	December	32,440	-41.3	-36.6
Housing Starts	Units	December	1,914	+ 8.3	-15.4
Housing Completions	Units	December	1,318	-36.5	+42.2
EXTERNAL TRADE					
Exports through B.C. Ports	\$'000	November	256,500	+31.1	+36.4
Imports through B.C. Ports	\$'000	November	110,600	+ 4.0	+28.6
INDEXES					
Vancouver Consumer Price Index	Index	January	130.0	+ 0.5	+ 4.4
B.C. Index of Employment (Industrial Composite)	Index	November	147.2	- 1.5	+ 4.4

*Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

Source: Statistics Canada, Ottawa.
Bureau of Economics and Statistics, Victoria.

Table A-3
ECONOMIC INDICATORS — B.C. FOREST INDUSTRY

					Year to Date	
	Unit	Latest Month	Amount	Change 70/71 %	Amount	Change 70/71 %
PRODUCTION						
Timber Scaled	M.cu.ft.	November	231,000	+26.6	1,826,200	+ 3.5
Lumber Sawn	M.f.b.m.	November	800,100	+23.2	8,181,800	+16.0
Plywood Production	M.sq.ft. ^{3/8"}	November	134,470	-17.9	1,711,310	+ 9.3
Paper Production	Tons	November	159,100	- 4.2	1,775,800	+ 7.1
Pulp Production	Tons	November	379,100	-13.1	4,390,000	+ 6.8
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	August ^(P)	170.89	+ 5.6		
Saw, Shingle and Planing Mills	\$ per week	August	157.58	+15.4		
Veneer and Plywood Mills	\$ per week	August	150.25	+21.7		
Pulp and Paper Mills	\$ per week	August	196.37	+10.4		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	August	4.16	+15.6		
Veneer and Plywood Mills	\$ per hour	August	4.18	+16.4		
Pulp and Paper Mills	\$ per hour	August	4.98	+16.4		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	August	36.5	+ 1.1		
Veneer and Plywood Mills	Hours	August	34.4	+ 7.8		
Pulp and Paper Mills	Hours	August	37.5	- 0.5		
EMPLOYMENT INDEX (1961 = 100)						
Forestry	Index	August	140.4	+12.7		
Saw, Shingle and Planing Mills	Index	August	127.7	+14.9		
Veneer and Plywood Mills	Index	August	115.7	- 2.9		
Pulp and Paper Mills	Index	August	169.8	+39.1		

(P) Preliminary

Source: Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Man-Hours and Hourly Earnings, Statistics Canada, 72-003.
Bureau of Statistics, Victoria.

Table A-4
ECONOMIC INDICATORS — B.C. CONSTRUCTION

	Unit	Latest Month		Change 70/71 %	Year to Date	
		Latest Month	Amount		Amount	Change 70/71 %
Building Permits	\$'000	December	32,440	-36.6	772,405	+12.8
Housing Starts	Units	December	1,914	-15.4	20,748	+20.3
Housing Completions	Units	December	1,318	+42.2	19,476	+ 9.3
AVERAGE WAGES AND ALARIES						
Building	\$ per week	August ^(P)	224.70	+19.7		
Engineering	\$ per week	August	286.56	+20.8		
AVERAGE EARNINGS						
Building	\$ per hour	August	6.17	+17.3		
Engineering	\$ per hour	August	6.53	+16.0		
AVERAGE WEEKLY HOURS						
Building	Hours	August	36.7	+ 3.4		
Engineering	Hours	August	44.9	+ 4.4		
EMPLOYMENT INDEX (1961 = 100)						
Building	Index	August	223.9	+35.9		
Engineering	Index	August	151.3	+17.3		

(P) Preliminary

Source: Building Permits, Statistics Canada, 64-001.
 Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
 Man-Hours and Hourly Earnings, Statistics Canada, 72-003.
 Canadian Housing Statistics, C.M.H.C.

Table A-5
ECONOMIC INDICATORS — B.C. MINING INDUSTRY

PRODUCTION OR SHIPMENTS	Unit	Latest Month		Change 70/71 %	Year to Date	
		Latest Month	Amount		Amount	Change 70/71 %
Copper Shipments	'000 lbs	October	19,368	+15.7	219,035	+25.5
Molybdenum Shipments	'000 lbs	October	1,113	-54.3	23,538	-12.8
Lead Shipments	'000 lbs	October	21,584	- 1.1	203,749	+11.6
Zinc Shipments	'000 lbs	October	26,578	-14.2	241,691	+ 2.9
Crude Oil Production	'000 bbl	October	2,110	—	21,091	- 0.6
Natural Gas Production	M.cu.ft.	October	34,125	+ 8.9	275,384	+ 0.8
* EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	August ^(P)	189.74	+ 6.0		
Average Earnings	\$ per hour	August	4.74	+ 8.0		
Average Weekly Hours	Hours	August	39.1	- 2.3		
* EMPLOYMENT INDEX (1961 = 100)	Index	August	165.3	+ 4.5		

* Earnings and Hours Worked and the Employment Index are for mining including milling.

Source: Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Man-Hours and Hourly Earnings, Statistics Canada, 72-003.

Table A-6
ECONOMIC INDICATORS — B.C. TRADE

TRADE	Unit	Latest Month		Change 70/71 %	Year to date	
		Latest Month	Amount		Amount	Change 70/71 %
Exports through B.C. Ports	\$'000	November	256,500	+36.4	2,552,100	+ 7.8
Imports through B.C. Ports	\$'000	October	110,600	+28.6	1,094,800	+12.0
Exports through Vancouver	'000 tons	November	2,290	+24.0	26,070	+30.7
Imports through Vancouver	'000 tons	November	572	+27.3	6,624	+37.9
Retail Sales	\$'000	December	395,272	+17.1	3,512,217	+11.7
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	August ^(P)	154.97	+10.6		
Retail	\$ per week	August	113.05	+10.6		
EMPLOYMENT INDEX (1961 = 100)						
Wholesale	Index	August	139.6	- 3.7		
Retail	Index	August	154.6	+ 3.1		

(P) Preliminary

Source: Retail Trade, Statistics Canada, 63-005.
Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	33827 South Fraser Way	853-1112
Ashcroft	402 Brink Street	453-2221
Burnaby	4940 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	115 Yale Road East	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-5877
Duncan	250 Craig Street	748-8111
Fernie	692 Second Avenue	423-6621
Fort St. John	Knight Building, 10220 Mackenzie Street	785-6166
Fort Nelson	P.O. Box 596, Sikinni Building	774-2727
Hope	308 Wallace Street	869-5722
Houston	P.O. Box 730	845-2934
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Mission City	7100 Horne Avenue	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	214 Third Street	624-6231
Princeton	Bridge & Kinley Street	295-3934
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 315 First Street West	837-5106
Richmond	563 Number 3 Road	273-6431
Surrey	13655 - 104th Avenue	588-5981
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253

CANADA MANPOWER CENTRES — PACIFIC REGION

Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	545-2125
Victoria	1415 Vancouver Street	385-6711
Whitehorse	101 Federal Building	667-4238
Williams Lake	Old Federal Building, 153 Borland Street	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Second Floor, 549 Howe Street	666-1931
Vancouver	King Edward Centre, 961 West 12th Avenue	731-4614
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5511
Vancouver	Vancouver Vocational Institute, 250 West Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

MANPOWER INFORMATION AND ANALYSIS BRANCH

Districts Economists

Kamloops	North-Central District	372-2584
	Suite 203 - 611 Lansdowne Street	
Kamloops	Okanagan-Kootenay District	
	Suite 203 - 611 Lansdowne Street	372-2584
Vancouver	Vancouver Island District	
	1444 Alberni Street	666-1134
Vancouver	Metro Vancouver District	
	1444 Alberni Street	666-1133

Regional Economist

Vancouver	1444 Alberni Street	666-1135
Vancouver	Assistant Regional Economist	
	1444 Alberni Street	666-1131

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	P.O. Box 237, Federal Building, 104-A Avenue	782-4541
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	317 Seymour Street	372-2123
Kingsgate	Kingsgate	424-5549
Nanaimo	P.O. Box 252, Federal Building, 60 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6231
Sidney	P.O. Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3627

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
-----------	---	----------

* * * * *

**IN CANADA *MORE THAN*
350 OFFICES *TO SERVE YOU!***

☆ *FOR THE JOB YOU WANT FILLED*

☆ *FOR THE JOB YOU WANT*

CANADA MANPOWER CENTRES

offer

☆ **A comprehensive Labour Market
Consultation Service for all
employers in Business, Industry
and the professions**

☆ **A Career Counselling, Training
and Placement Service for all
job seekers**

CANADA MANPOWER CENTRE

CANADA IMMIGRATION CENTRE

DEPARTMENT OF MANPOWER AND IMMIGRATION

**Hon. Bryce Mackasey
Minister**

manpower review

Government
Publications



Manpower
and Immigration

Main-d'œuvre
et Immigration

acific region



M12

M15

ature article:

indians - unemployment

April-May-June 1972 (Vol. 5 No. 2)

The Manpower Consultative Service

A PRODUCT OF OUR TIMES



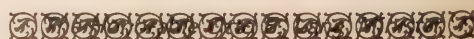
Automation, technological and other industrial changes frequently make it necessary for Canadian workers to participate in difficult and far-reaching adjustment programs in order to fit themselves for new conditions of employment.

In such circumstances the Manpower Consultative Service of the Department of Manpower and Immigration is available to encourage and assist labour and management in the development of manpower adjustment programs.

The Manpower Consultative Service is based on the concept that government, labour and management must co-ordinate their efforts in applying both private and public measures to solve manpower adjustment problems.

An effective manpower adjustment program, planned well in advance, paves the way to a new working arrangement and ensures that the transition will be made with a minimum of discomfort for both employers and employees.

Department of Manpower and Immigration



AFFIX

8c

STAMP

Regional Economist
Department of Manpower and Immigration
Manpower Information and Analysis Branch
1444 Alberni Street
Vancouver 5, B.C.

In addition to the Pacific Manpower Review, Reviews are published for the Atlantic, Quebec, Ontario and Prairie Regions. There is also a quarterly Canada Manpower Review available.

Those who are interested in receiving any of the other reviews may be added to the distribution lists by completing the form below.

Name

Address

- | | |
|--------------------------|--------------------------|
| Canada Manpower Review | <input type="checkbox"/> |
| Atlantic Manpower Review | <input type="checkbox"/> |
| Quebec Manpower Review | <input type="checkbox"/> |
| Ontario Manpower Review | <input type="checkbox"/> |
| Prairie Manpower Review | <input type="checkbox"/> |

2A102/2
— 112

PACIFIC MANPOWER REVIEW

APRIL — MAY — JUNE 1972

Department of Manpower and Immigration
Manpower Information and Analysis Branch
Pacific Region Office

Foreword

The **Pacific Manpower Review** is published quarterly by the Manpower Information and Analysis Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

REGIONAL ECONOMIST,
DEPARTMENT OF MANPOWER AND IMMIGRATION,
1444 ALBERNI STREET,
VANCOUVER 5, BRITISH COLUMBIA.

L. S. McGill
Director General

S. L. Young
Regional Economist

TABLE OF CONTENTS

THE LABOUR MARKET	3
Employment and Unemployment	3
Population and Labour Force	7
Registrations, Vacancies and Shortages	8
DISTRICT DEVELOPMENTS	10
Metro Vancouver District	10
Vancouver Island District	12
Okanagan-Kootenay District	13
North-Central District	17
CMC Whitehorse	19
B.C. INDIANS — UNEMPLOYMENT RATES	21
STATISTICAL APPENDIX	47
Client Registrations	48
Labour Market by Occupation	49
Economic Indicators	51
CANADA MANPOWER CENTRES	55
CANADA IMMIGRATION CENTRES	57

Table 1
POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA

	May 1972	April 1972	May 1971	Change May 71/72 %
(Estimates in Thousands)				
POPULATION (14 and over)				
Men	818	816	790	+ 3.5
Women	825	823	797	+ 3.5
Total	1,643	1,639	1,587	+ 3.5
LABOUR FORCE				
Men	638	632	614	+ 3.9
Women	315	317	288	+ 9.4
Total	953	949	902	+ 5.7
EMPLOYED				
Men	586	581	573	+ 2.3
Women	291	297	268	+ 8.6
Total	877	878	841	+ 4.3
Non-Agriculture	852	850	817	+ 4.2
Agriculture	25	28	24	-
UNEMPLOYED				
Men	52	51	41	-
Women	24	20	20	-
Total	76	71	61	+24.6
UNEMPLOYMENT RATE	% 8.0	% 7.5	% 6.8	-
*PARTICIPATION RATE				
Men	78.0	77.5	77.7	-
Women	38.2	38.5	36.1	-
Total	58.0	57.9	56.8	-

* Labour Force as percentage of population 14 years of age and over.

Source: The Labour Force, Statistics Canada, 71-001.

THE LABOUR MARKET

Probably an appropriate single-word description of the labour market in British Columbia during the second quarter of 1972 is the temporizing word "unsettled", concurrent with an interruption of the buoyant seasonal growth pattern normally expected.

Following walk-outs by various construction trades in mid-April, all unionized construction workers were locked out on April 28, which involved two-thirds of the province's 60,000 construction labour force, affecting 18 unions. Despite a provincial government back-to-work order in mid-June one third of the unions still had not signed agreements at the end of the month.

Another strike lasting about six weeks involved Vancouver civic inside and outside workers, supported by their counterparts in adjacent municipalities, in total about 4,500 workers.

Thirdly, a walk-out of 800 fallers in the forest industry has hit log inventories and initially caused some layoffs. Meanwhile as talks continue between the International Woodworkers of America and Forest Industrial Relations in attempts to replace the master contract that expired June 14, some 28,000 coast woodworkers have officially gone on strike against the forest companies.

That is the setting for April and May. Employment growth has faltered and unemployment has risen to 8.0 per cent of the labour force. On a yearly basis, the labour force has grown 51,000 since last May but employment has risen only 36,000, thus the unemployed have increased the amount of the difference, i.e., from 61,000 to 76,000.

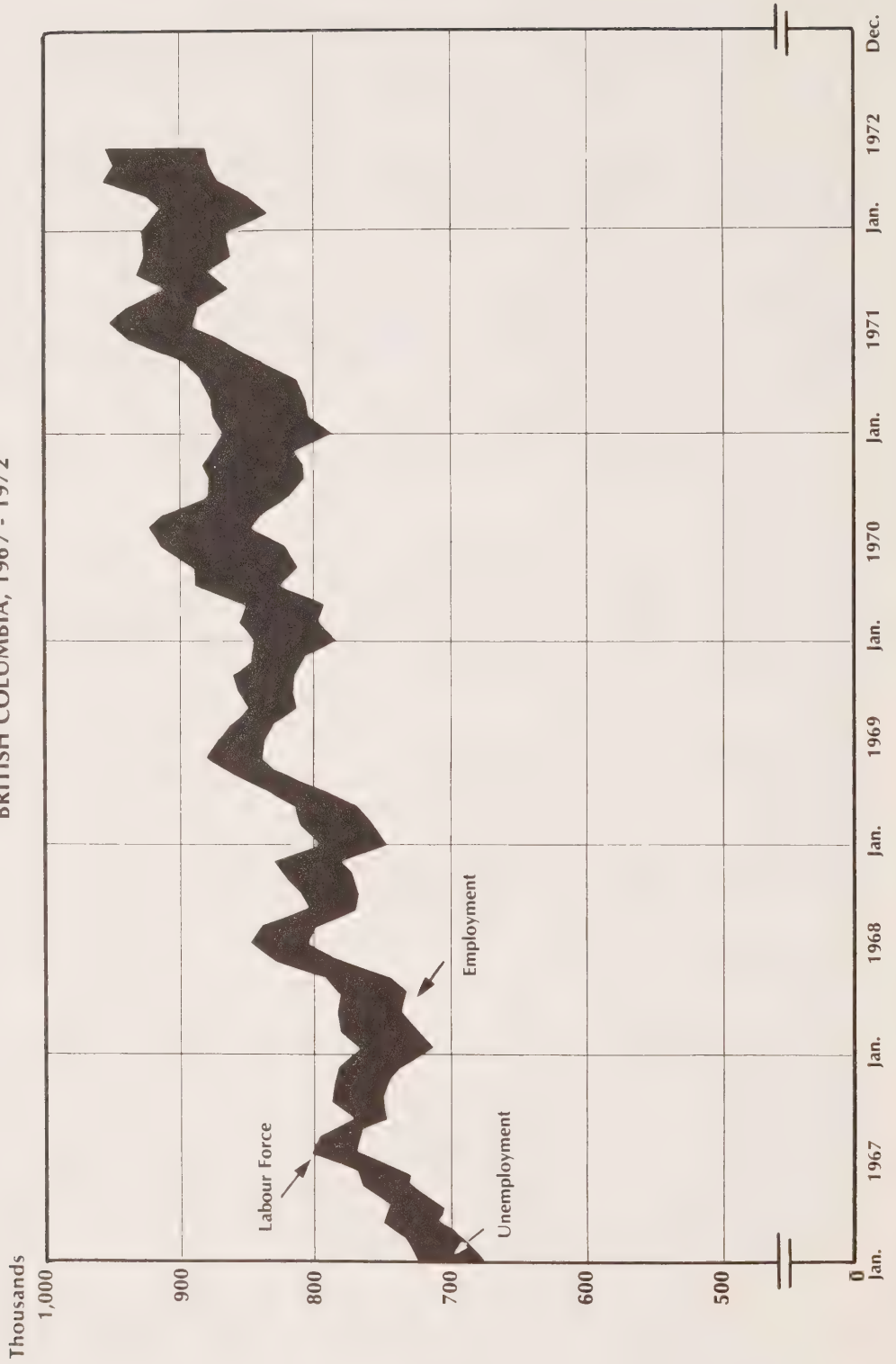
The monthly Labour Force Survey conducted in June had a reference week ending June 17, so those yet-to-be-obtained figures will reflect the uncertain situation as well.

Employment and Unemployment

In British Columbia, the seasonal pattern is for employment to drop quite sharply throughout the winter months and to resume growth during the spring, peaking in mid-summer. Entering 1972, gains in employment were strong during the first quarter but since March a pronounced weakness in opportunities has emerged. In April new job formation was around 5,000, or perhaps half of the expected increase, and in May there was no growth at all, a month when usually over 15,000 new employment opportunities are generated. No doubt the indirect effect of industrial disputes and the subsequent unsettled conditions in the labour market have contributed heavily to the lacklustre growth performance of employment during May.

On an annual comparative basis the 877,000 employed this May advanced by 36,000 or 4.3 per cent higher than twelve months ago, which represents on a yearly basis a fairly respectable growth rate compared to the other regions of Canada.

CHART 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA, 1967 - 1972

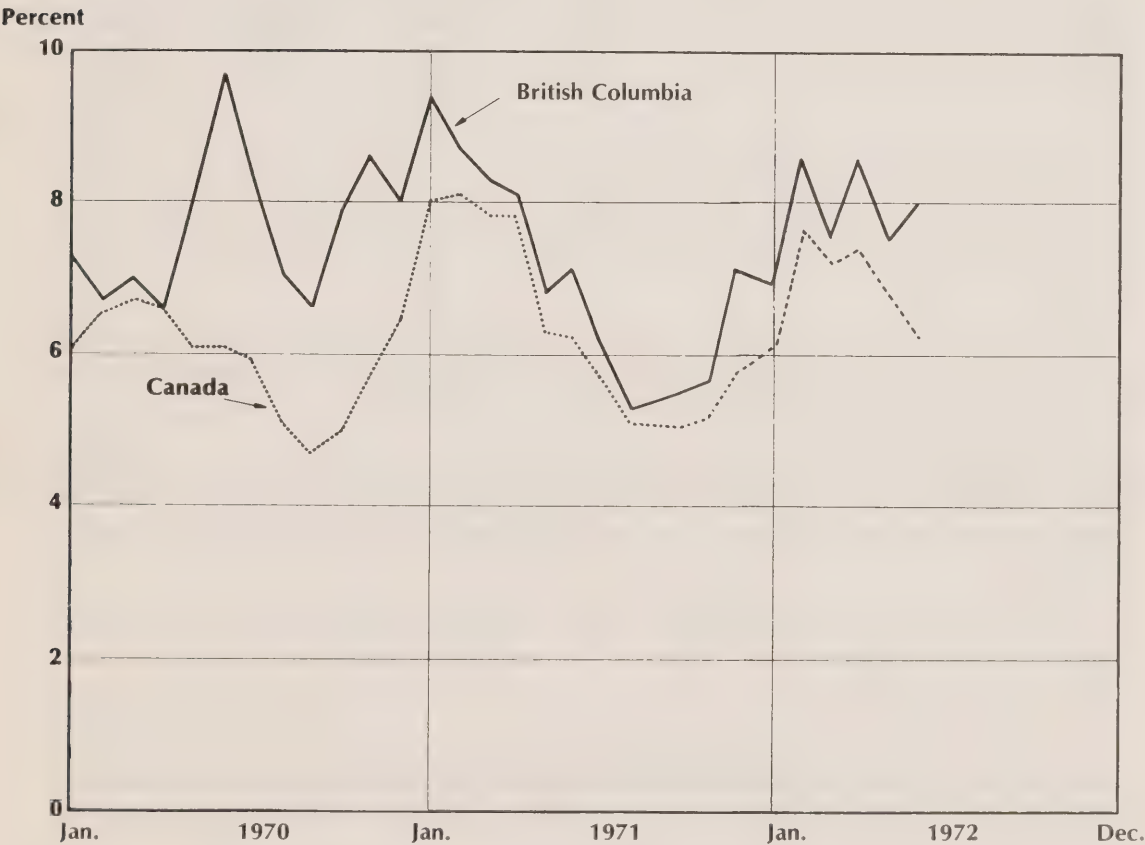


Source: The Labour Force, Statistics Canada, 71-001.

Since May of 1971, employment in manufacturing has weakened in the durable component and there was an overall drop in total jobs for the goods producing sector. In the services producing sector both wholesale and retail trade have expanded while the community, business and personal services, representing over one-quarter of total employment, has advanced substantially during the past twelve months. From May 1971 to May 1972 total employment in all service producing industries increased by almost 10 per cent.

Employment opportunities for professional and technical people are improved over a year ago as well as for those engaged in clerical, sales, service and recreations occupations.

CHART 2
UNEMPLOYMENT RATES
CANADA AND BRITISH COLUMBIA, 1970- 1972



Source: The Labour Force, Statistics Canada, 71-001.

In May 1972 the number of unemployed totalled 76,000, up from 71,000 in April, and equivalent to 8.0 per cent of the labour force. The unemployment rate has moved very erratically during the first five months of 1972 and in three of those months equalled 8.0 per cent or higher. Normally May shows a fairly good improvement over April but this year a reversal of trend has seen the rate increase from 7.5 per cent in April to 8.0 per cent in May.

Table 2
UNEMPLOYMENT RATES — CANADA AND REGIONS

	May 1972 %	April 1972 %	March 1972 %	May 1971 %
Canada	6.2	6.8	7.4	6.3
Atlantic	9.1	10.9	12.1	7.7
Quebec	8.6	9.2	9.3	8.2
Ontario	4.5	4.9	5.6	5.4
Prairies	3.8	5.0	5.4	4.1
Pacific	8.0	7.5	8.6	6.8

Source: The Labour Force, Statistics Canada, 71-001.

Taking into consideration the seasonal factors, the adjusted rate of unemployment at 8.1 per cent is at the highest level for 1972. One must go back to 1970 to find a comparable level.

For May of 1972 the adjusted rate of unemployment for Canada was 6.2 per cent, up from April's adjusted figure of 5.8 per cent, causing a break in the downward trend of seasonally adjusted rates started in the latter half of 1971.

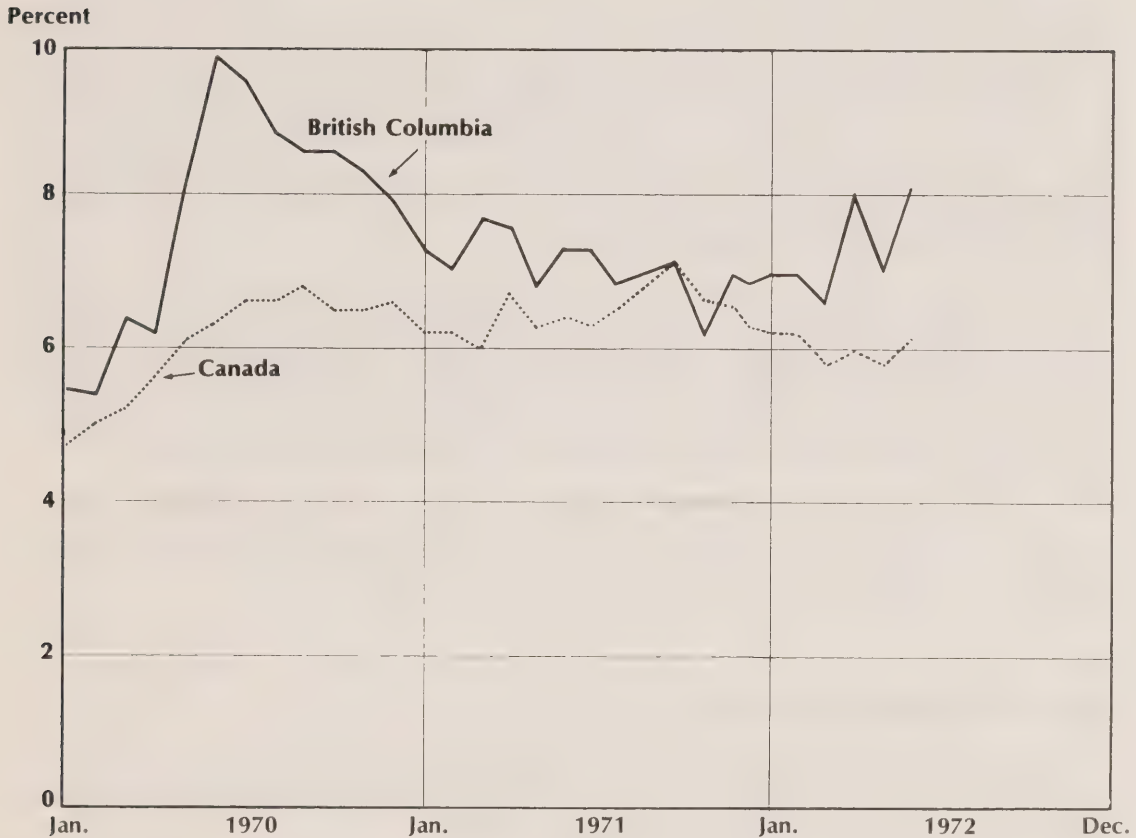
On a sex basis, the unemployment rate for women workers in British Columbia is generally lower than for men. In May the rate for women was 7.6 per cent compared to 8.2 per cent for men. This was a fairly sharp increase in the female rate over April's 6.3 per cent.

In consideration of unemployment within age groups, 34,000 of the unemployed were in the group 14-24 years, 25,000 in the 25-44 years group, and 16,000 in the 45 years and over category.

In May 1972, the Atlantic Region continued to have the highest rate of unemployment of all regions, at 9.1 per cent of the labour force, yet improved over April's 10.9 per cent. British Columbia was the only region where the actual rate increased during May.

However, on a seasonally adjusted basis, which is more revealing of the underlying trend, all regions with the exception of the Prairie Region, had a rise in adjusted rates of unemployment.

CHART 3
UNEMPLOYMENT RATES, SEASONALLY ADJUSTED
CANADA AND BRITISH COLUMBIA, 1970 - 1972



Source: The Labour Force, Statistics Canada, 71-001.

Population and Labour Force

Advance figures of the 1971 Census population totals revealed that from a 1966 Census figure of 1,873,674, British Columbia's population grew by 16.6 per cent to 2,184,621 in 1971, compared to a 15 per cent gain between the 1961 and 1966 Census counts. One-fifth of the national population increase between 1966 and 1971 occurred in British Columbia. At May of 1972 the working age population (14 years plus) numbered 1,643,000, a 3.5 per cent gain over the past twelve months.

During the first quarter of 1972 the labour force averaged 931,000 but April and May have seen a net decrease of 2,000 people working or looking for work. On past averages, upwards of 25,000 people usually join the work force during the April and May periods.

While the second quarter has seen a pronounced lag in growth of labour force, on the basis of the twelve months since last May, the addition of 51,000 people reflects an annual rate of increase of 5.7 per cent.

Growth in labour force is determined, of course, by the size of the working age population and the proportion of that population working or seeking work (participation rate). In the previous Review it was suggested that during 1972 the participation rate would rise above the 57.2 per cent average rate for 1971, since it was expected that improvement in working opportunities would attract quite a number of people who are marginally attached to the labour force.

In the first quarter of 1972 the average participation rate of 57.1 per cent compares with a 55.7 per cent for 1971 and during April and May the rate continued to climb, reaching 58.0 per cent in May, the same level as in May 1970. The year 1970 was also subject to considerable labour unrest. It is noticeable that women continue to provide most of the increase in participation, and for women the rate thus far into 1972 with the exception of one month has exceeded the comparative monthly rate of 1971.

By age composition, British Columbia's labour force at May consisted of 104,000 young people under 20 years of age and an additional 140,000 under 25 years. In the prime age group between 25 and 45 years there were 425,000 people.

Client Registrations and Vacancies

The most recent Canada Manpower Centre statistics available on registered clients and employer vacancies apply to April 1972. These operational statistics provide useful indications of what is happening in the labour market.

Client registrations during April totalled 56,135 (35,430 men and 20,705 women) and represented a 7.6 per cent decline from March, and a substantial 12.6 per cent drop from May 1971. By Areas, Metro Vancouver registered 28,572 clients, Vancouver Island 10,467, Okanagan-Kootenay 9,673 and the North-Central Area 7,423.

Compared to 12 months ago, client registrations declined in all occupational categories with the exception of the professional, technical and managerial group, which remained unchanged. Continued oversupply of university graduates and lack of job opportunities for various management clients have dampened the professional job market. There were more engineering registrants (particularly civil engineers) in April and a 40 per cent increase over last April in the various groups of teachers. Approximately three-quarters of the professional, technical and managerial registrants are concentrated in the Metro Vancouver Area.

An indicator of labour demand, vacancies registered at the end of April totalled 4,924, 10 per cent above March and sharply higher (44 per cent) than April of 1971.

Over the 12-month period vacancies in clerical-sales occupations rose nearly 12 per cent, service occupation jobs increased by almost three-quarters, with those engaged in food and beverage preparation represented strongly.

Fully qualified motorized vehicle mechanics and machinery mechanics contributed to a 50 per cent increase in vacancies over the year in the machine trades occupations. Also, on a yearly basis, in the structural work category, vacancies rose sharply with many positions located in the Interior areas.

Despite the unsettled labour market and high unemployment there are particular shortages that have persisted for months. A serious shortage exists for general duty nurses, millwrights, electricians, secretaries, stenographers, clerks, clerk-typists, engineering equipment mechanics, heavy duty mechanics, auto mechanics and machinists. Other persistent shortage occupations include hairdressers, miners, sewing machine operators, cooks, waitresses, keypunch operators and salesmen (insurance). Jobs for qualified people are available in all these occupations in various areas of the province.

DISTRICT DEVELOPMENTS

Metro Vancouver District

Again, as in 1970, the uncertainties introduced by numerous labour/management negotiations seriously curtailed the normal second quarter expansion of employment in Metro Vancouver. Deferment of planned projects has reduced the demand for a wide range of services and manufactured products produced by local firms. In an area such as Vancouver the secondary effects of industrial disputes, particularly those which are region-wide, frequently are significant. Major industries directly affected by disputes are construction, community services and wood products manufacturing. Because of new shopping centre openings, retail trade and hospitality industries were among the few sectors showing increased employment activity compared to a year ago.

Although the growth of employment was slower, the number seeking employment in the area continues to rise. Vancouver's labour force participation rate (the percentage of the population 14 years of age and older at work or seeking work) rose to 60.6 per cent in May compared to 58.6 per cent in the same month last year. By about June 15 each year the majority of secondary school students seeking employment enter the labour market, adding to the large numbers already registered from the universities. The May unemployment rate for Vancouver was 9.0 per cent, up substantially from the 7.0 per cent in May 1971. Toronto's May unemployment rate in contrast was 4.1 per cent of the labour force, while in Montreal it was 7.2 per cent.

Disputes in the construction industry involved 18 unions whose contracts expired at the end of March. An industry-wide lockout went into effect April 28. Before the lockout occurred a considerable amount of commercial construction was underway and other projects were in the final planning stages. When labour costs are firmly established by new union agreements, bidding on new projects is expected to resume. Most of the backlog accumulated is in hotel and apartment/office complexes, institutional buildings such as schools and hospitals and municipal works. In the housing sector particularly, where wage levels tend to be lower, shortages of non-union tradesmen were evident. As indicated by client registrations at CMC's in the area, a large surplus of construction labourers carried over from the winter remains unutilized.

For most of 1972 employment levels in the manufacturing sector were sustained primarily by the food and beverage and wood industries. Local sawmills and shingle mills have operated at near capacity levels of production in response to the strong North American and other export demand for lumber products. Collective agreements for workers in these industries expired June 14. Contract negotiations with the coastal woodworkers are continuing. So far they do not appear as difficult as the construction and civic workers disputes with one important exception, the fallers. Because of their strike, log inventories at the majority of mill locations on the coast are severely depleted. Occupations involved in transporting logs to the mills already have been affected by layoffs. Unless the log supply is replenished others in production occupations will follow.

In the transportation industry the secondary effects of the current disputes are felt most severely. Construction materials such as fabricated metal products and cement are

not being carried to building sites, thus reducing the demand for drivers and equipment operators. Towing industry workers are affected by the lack of logs to deliver to sawmills. Added layoffs of a significant number of waterfront workers have occurred because of a shipping strike in Japan. This has prevented the shipment of coal from the bulk loading docks as well as reducing the amount of imported cargo for unloading. The port of Vancouver's container business is heavily dependent upon Japanese trade. One bright spot in transportation is the B.C. Railway expansion that has created a strong demand for experienced engineers, brakemen, carmen and station operators.

From the vacancies received the retail and wholesale trade sector showed considerable expansion for most of the first two months of the second quarter. Employment growth was much stronger than a year ago but this is attributed largely to the opening of large shopping centres in suburban locations. At the time of opening there were opportunities for experienced sales clerks for full-time positions in addition to numerous part-time jobs. However, in reaction to declining consumer expenditures layoffs were starting to occur by the beginning of June.

Employment activity in the service industry showed the greatest strength during the quarter supported by the seasonal expansion of tourism. This occurred despite the strike of civic workers in Vancouver and several neighbouring municipalities. The strike has eliminated the demand for the additional parks and recreation workers usually hired locally for the summer season. Restaurant facilities in Vancouver continue to grow and waitresses and cooks are in strong demand which is reflected in slightly higher pay offers compared to last year.

Until the recent difficulties, the general level of economic activity was well above last year's in many sectors. Finance, insurance and real estate firms continue to grow. April volume on the Vancouver Stock Exchange reached its highest point in history. For the first four months of 1972 both volume and dollar value of exchange trading were up about 80 per cent from 1971. Port activity also exhibited a similarly strong growth pattern. Recently a \$50 million plan to expand the port of Vancouver's container and general cargo facilities was submitted for approval. If the plan is approved operations could begin by 1974.

Occupations recently in strong demand in the metropolitan area are clerk typists, stenographers and secretaries. Required mostly are competent workers with recent experience. Because of the rather severe shortages of these workers wage rates offered are well above those of one year ago. Higher turnover rates in these occupations also are appearing. Other persistent shortage occupations numerically important are automobile mechanics, non-union carpenters, furnace installers, journeyman machinists, office machine repairmen, keypunch operators, bank tellers, domestics, hairdressers, pressers, millwrights and sewing machine operators. Major surpluses of bachelor level university graduates and teachers still appear.

For the next few months the employment outlook in Metro Vancouver will continue to be influenced by collective bargaining situations. It is expected however, that none of the impending negotiations will have an impact as great as the construction dispute. One of the most important of these agreements expires July 31 and covers approximately

3,500 longshoremen and warehousemen. Other important agreements that expire at the end of September cover the Merchant Service Guild and Seafarers Union in the coastal towing industry. Some shipbuilding trades, printing and a few firms in wholesale food and beverages are affected in October and November. Steelworkers in metal fabricating plants, telephone workers, Vancouver secondary school teachers and railway workers have agreements expiring by the end of December. An obvious result of the reduced economic activity is the restriction it places on the creation of jobs for students in the Metro Vancouver area.

Vancouver Island District

Industrial disputes in the District during the second quarter of 1972 have overshadowed the encouraging trends that were noted earlier this year. Hiring, as demonstrated by the notification of job vacancies to CMC's, remains active but a renewed build-up of unemployed persons registered in the District indicates that the situation is worse, on-balance, than the same period of last year.

An unemployment rate for Vancouver Island is now issued monthly by Statistics Canada in their Labour Force publication Cat. No. 71-001. In May 1972 unemployment on the Island was 7.1 per cent of the labour force compared to 5.7 per cent in May 1971. Another measure of labour force activity, the participation rate, indicates that in May 52.4 per cent of the working age population on Vancouver Island were in the labour force; this compares with 58.0 per cent for the Province of British Columbia.

Wildcat strikes amongst fallers throughout the District escalated early in April to almost full coverage of the work force of 800, and during May most logging camps were operating at a reduced level or were closed down due to a shortage of logs caused by this continuing dispute. By early June the log shortage became critical with sawmill operations being substantially affected.

The lack of an immediate settlement of the International Woodworkers of America contract, which expired on June 14, exacerbated the situation for the whole forestry sector of the District economy. The continued high demand for lumber and higher wood prices guarantee good employment prospects in this sector later in the year. However, the militancy of workers in this sector, during this year, coincides with several firms reporting high turnover problems and difficulty in the recruitment of suitably qualified younger workers, indicating that a longer term labour problem exists in the industry. At the present time shortages of lumber graders, sawyers and a planer operator are reported by CMC's in the District; the expectation is for an increase in shortage occupations in both logging and sawmills toward the end of the summer.

In the pulp and paper sector increased hiring has taken place in the second quarter of this year, after over a year of relatively static conditions. However, offsetting this Crown Zellerbach have stated that they will be phasing out operation of their mill at Ocean Falls by early 1973. This mill, which at present employs just over 300 persons, has already had several layoffs the past few years, over which time the work force has been reduced from 1,000 persons. The initial layoff from Ocean Falls will be of 150 persons this fall, and it is expected that the majority will be absorbed by pulp mills

within the District and especially by the Elk Falls division of Crown Zellerbach. Shortages of tradesmen, especially millwrights, pipefitters and welders continue to be a problem for this industry.

The lock-out in the construction industry dented the buoyant employment situation envisaged for the District during the quarter but the intensity of its effect varied between CMC areas. Substantial residential construction employing non-union workers maintained construction employment at good levels in the Victoria area while the Nanaimo area was most adversely affected.

Construction planned for the District is still heavily biased to institutional and engineering projects, mainly the replacement or renovation of roads, sewerage or water systems and schools. A \$1 million extended care hospital is under development in Duncan, and present plans call for several small communities to have local hospital facilities built during the next year. There is still a deficiency of industrial, or even commercial developments, on Vancouver Island. A major proposal is for a \$5.3 million pollution control program for the Rayonier pulp mill at Port Alice. Shopping centre developments provide the majority of other proposed commercial developments.

Retail trade has suffered considerably throughout the District from the uncertainty surrounding the I.W.A. negotiations, as well as from the curtailment of construction activity over the quarter. Heavy surpluses of sales persons are apparent in all areas, and hiring has been very restrained in this sector throughout the quarter. Employment opportunities are expected to increase by late 1972 as shopping centres presently being built in Powell River and Port Hardy, and expansions in Duncan and Nanaimo, open during the fall.

Throughout the quarter, other service producing sectors have maintained the expansionary trends of earlier in the year with somewhat larger increases in job opportunities than usually occurs for this season. Although all locations have shared in this picture, the Victoria area, where there has been the least dampening of economic activity by industrial disputes, has experienced the greatest expansion. Vacancies in the community, business and personal service categories notified to CMC's in the District showed a dramatic increase in April and May, totalling 1,350. This compares with a total of 850 in this sector over the same two months of 1971, and 750 in the same period of 1970. Shortage occupations in this industrial sector, reported by CMC's at June 1, include waitresses, cooks, and hairdressers. A very serious shortage of nurses is reported for the Port Alberni area; health facilities presently under development in several other communities will aggravate this situation.

Okanagan-Kootenay District

Above normal residential construction activity, continued high production levels in lumber manufacturing and further recruiting by three new major mining operations provided the main source of strength to District employment during the spring of 1972. To the end of May almost 13,000 vacancies had been placed by employers at CMC's in the District during the current year, up approximately 35 per cent above the total

for the first five months of 1971. A further increase in the volume of residential building, resumption of full scale logging, the normal seasonal pickup in travel, and the Okanagan-based tree fruit industry should provide added impetus to the present high level of employment during the summer and fall months.

The number of month-end unemployed clients registered at CMC's in the District declined steadily during the first four months of 1972, dropping almost 20 per cent from the January peak of 12,027. Although a slight increase occurred in May, probably due to the influx of university students on to the job market, nevertheless, registrations at the end of May 1972 were still well below that reported for the same date in 1971.

Although the construction lockout imposed at the end of April reduced the work force on union projects by approximately 600 persons during May, the initial impact was relatively light as many displaced workers were able to find alternative employment. However, if the work stoppage is prolonged, additional layoffs can be expected to occur in dependent industries. The threat of a strike in the key forest industry and at Cominco's operations at Trail and Kimberley by July poses further uncertainty to the longer term employment outlook.

Almost 900 students have been placed by CMC offices in the District to the end of May. The student job market has been quite good for males but only fair for females.

A brief report on the more important industrial sectors follows. Manufacturing related to agricultural, forest or mineral production is reviewed in conjunction with the individual primary industry.

The normal seasonal pickup in agricultural activity should accelerate towards the end of June with commencement of harvesting of Okanagan tree fruit crops. Preliminary estimates of Okanagan fruit production indicate that the tonnage of both apples and grapes will be well above that of 1971, a very poor crop year for apples. Yields of other fruit are expected to be on a par with last year.

Peak demand for farm labour should occur in mid-July, the latter part of August and the last three weeks of September. College and high school students should be available in sufficient numbers to meet labour requirements of growers during the summer months. However, a critical shortage of pickers could develop during September after students return to school.

The normal seasonal buildup in employment at packing houses and processing plants should add approximately 2,000 more workers to company payrolls in the District by mid-September. However, the local supply of seasonal help should be adequate to meet the increased manpower requirements of packing houses and canneries.

Although unfavourable weather conditions restricted logging during the first quarter of 1972, the volume of timber scaled during the January-May period was up 15 per cent over the same months of 1971 in the Kamloops-Okanagan areas. A slight drop in production in the Kootenays partially offset the gains in the western portion of the District. Spring breakup conditions eased toward the latter part of May and by mid-June

logging crews were generally back at full strength. Barring a work stoppage when the current union contract expires at the end of June, production should be maintained near peak levels during the summer and fall. A major road building and improvement program by Crestbrook Forest Industries, scheduled to get underway this summer, will increase demand for logging road construction workers. In addition, production occupations such as fallers and buckers, log loaders and skidder operators are expected to continue to be in short supply.

Lumber shipments from the Southern Interior to date are up approximately 25 per cent over 1971, reflecting the continued strong demand in the U.S. rail market for Interior spruce and fir dimension. Sawmills and plywood-veneer plants have been maintaining production crews on a two, and sometimes three-shift basis.

Renovation and expansion of existing plants will create almost 200 new jobs by fall. Strong demand for experienced sawmill workers is expected to persist into fall, particularly for millwrights, saw filers, sawyers, edgemen and lumber graders.

However, this key industry in the District's economy is faced with a threatened work stoppage when the present union contract expires at the end of June. Almost 6,000 workers would be affected directly, and if the shutdown persisted for a prolonged period, employment in dependent industries would also be curtailed.

Recruiting by Weyerhaeuser for their pulp mill at Kamloops is expected to be completed by July when expanded production facilities are scheduled to become operational, providing employment for about 150 additional workers. The work force at the District's two other pulp mills is expected to remain stable with the exception of a three week closure in July for annual vacations at Canadian Cellulose's plant at Castlegar, north of Trail.

Recruiting for three new major surface mines provided the main impetus to employment growth in this sector during the spring of 1972. Lornex Mining Corporation's development southwest of Kamloops and the Similkameen mining complex near Princeton, both copper mines, are now almost fully staffed. However, Fording Coal Ltd. still requires skilled tradesmen such as electricians, maintenance mechanics and heavy equipment operators for its operation in the Elk River Valley near the Alberta border.

Further hiring by Kaiser Resources Ltd. for their coal mine northeast of Fernie and by Columbia River Mines for their silver-lead-zinc property near Golden will add approximately 150 more employees to the mining work force. The normal seasonal increase in exploration activity will also boost mining payrolls during the summer and fall months.

A recent copper discovery by Afton Mines Ltd. on the outskirts of Kamloops, with sufficient potential ore reserves indicated to support a major mine, touched off a flurry of exploration activity in the immediate surrounding area. Placer Development and Tech Corporation, both well established in the industry, are the principal shareholders of the company.

As in past years, Cominco is again augmenting the work force at their smelter at Trail with summer help. An estimated 150 students were hired by the company during

May and June. However, the master contract covering over 4,500 Cominco employees at Trail and Kimberley expires at the end of June, posing the threat of a serious work stoppage in these communities.

Another proposal for a copper smelter to be located in the Clinton-70 Mile area, northwest of Kamloops, has recently been announced. Four major companies, Bethlehem Copper Corporation, Noranda Mines Ltd., Placer Development Ltd. and Newmont Mining Corporation of Canada Ltd. would participate in the joint venture. A feasibility study being undertaken by John Reimer and Associates of Ontario should be ready by October. If the report is favourable construction could be underway by 1973.

Resumption of full scale work on the Mica Dam hydro development, north of Revelstoke, and a further increase in the high level of residential construction in the Kelowna and Kamloops areas spearheaded employment growth in this sector during the second quarter of 1972. However, these gains were offset by crew reduction on the Lornex mine and Weyerhaeuser pulp mill projects on which construction is now almost finished.

Although the majority of the 600-odd workers on "locked-out" sites have found alternative employment, the work stoppage has delayed start-up on numerous new or expansion projects slated for the District. No significant net increase in the non-residential construction work force is likely to develop during the summer months for the District overall. However, some gains are likely to occur in the Trail and Nelson areas by fall, providing further impetus to the present recovery in construction in the West Kootenays.

Up to 150 men could be added to crews on the Kootenay Canal hydro project west of Nelson. Work on several highway and public building contracts should also be underway in these areas by fall.

Residential construction activity reached record levels during the spring of 1972. In the principal organized areas of the District the number of new dwelling units for which permits were issued was approximately double that recorded during these same months in 1971, itself a very good year.

The much higher level of employment generated to date during 1972 in this sub-sector is expected to continue into winter. Several major residential developments are scheduled to get underway during the latter half of 1972 in Kamloops alone. Large scale projects have also been proposed for the Okanagan areas. As very few employers are affiliated with the Construction Labour Relations Association, work stoppages are not likely to have any effect on the level of home building in the District.

The present strong demand for non-union carpenters and related building trades at Kelowna and Kamloops is expected to intensify during the summer months. Union tradesmen could also be in short supply by fall throughout the District.

Employment at established manufacturing plants unrelated to primary industries has been generally stable during 1972 to date and no significant change in the work force is likely to occur during the summer months. However, several new establishments,

either under construction or proposed under the Regional Incentives Act, could create direct employment for over 200 workers in the West Kootenays by December and provide much needed impetus to the economy of this former slow growth area.

At Trail plants to manufacture chain saws, hockey sticks and pre-fabricated sewage treatment units could be operational by winter. Establishments to manufacture modular homes and inflatable buildings should also be in production by year-end at Grand Forks.

The level of employment activity in the service producing sectors during the spring months of 1972 has been running well ahead of the same period in 1971. Vacancies placed by employers at CMC's in the District are up approximately 25 per cent in the current year for these months.

The normal spring buildup of the work force in the hospitality, catering and trade sectors accelerated during May and is expected to continue to increase during the peak summer tourist months, particularly in the Kamloops and Okanagan areas. Several new establishments are scheduled to open by fall, notably the Village Green Inn at Vernon with a projected staff of about 100, and the Coach House Motel and Restaurant in Cranbrook with an estimated 20 employees. As in past years the Vernon Army camp will require upwards of 200 civilian employees for July and August. Recruiting of additional workers for a recreational and campsite development at the Libby Pondage area near Cranbrook and further hiring of seasonal staff for provincial and federal parks will also provide additional job opportunities during the summer and fall months.

At the larger centres demand for help in the service sectors is being met by students and new residents moving into the District. However, as in past years, shortages are expected to develop at establishments in smaller communities and more remote areas. Return of students to classes in September will intensify demand for occupations such as waitresses, cooks and kitchen help.

Shortages for licensed hairdressers and domestic help are expected to persist throughout the summer. In addition legal stenographers and experienced clerical help for banks will likely continue to be in short supply throughout the District.

North-Central District

Contrary to the Regional trend, the mild strengthening experienced in the North-Central labour market during the first quarter of 1972 continued into the second quarter at a considerably accelerated rate. This produced a healthy flow of job opportunities and a noticeable decline in unemployment compared with both the first quarter of this year and with the corresponding period of 1971. Hiring of production and maintenance staff for new mines and pulp mills contributed significantly to the upturn, supplementing above average seasonal employment gains in the service industry. Among weak spots in the local economy, the closure of B.C. Molybdenum's mine at Kitsault and a major fire on the Prince Rupert waterfront produced dislocations in the labour market, supplementing seasonal weakness induced by the spring breakup in logging and in oil and gas exploration. However, declines from these sources only partially offset the vigorous expansion in the rest of the economy and a strong net employment gain resulted.

Geographically, unemployment showed the greatest improvement from the previous quarter in the Terrace, Prince Rupert and Quesnel CMC areas. The Fort St. John and Dawson Creek areas experienced mild increases in unemployment caused by seasonal layoffs in the oil and gas industry, the effect of which was reinforced by a light inflow of farm workers from outside the area. At Prince George, early student registrations, combined with seasonal layoffs in the logging industry, resulted in a somewhat stronger increase in unemployment from the previous quarter. However, the rise was no more than normal for this time of year. By sex, the general decline in unemployment in the District was shared equally by both men and women. Unemployed males now outnumber females by slightly less than two to one.

By industry, the forest products sector has contributed significantly to the overall strength in the local labour market. Log shortages caused some sawmill layoffs during breakup, but these were not widespread and labour market conditions in the Interior remained relatively healthy. Taken with the strong performance of lumber prices, the continued development of new lumber manufacturing capacity throughout the District suggests a strong outlook for this sector over the next few months, affected only by the possibility of work stoppages due to labour-management contract disputes. University students have filled general labouring positions at many of the sawmills, but there remain strong shortages of skilled personnel such as millwrights, electricians, saw filers and fitters, circular head sawyers, edgemen, planermen and lumber graders. Occupational shortages also persist in the pulp and paper sector and some companies are conducting recruitment activities throughout Canada in an attempt to fill their requirements for skilled tradesmen such as millwrights, electricians, instrument mechanics and pipefitters. In the logging sector, stronger labour demand is anticipated now that operators have returned to the woods, and shortages of skidder and log-loader operators are likely to re-emerge later in the summer.

The strike lockout situation in the construction industry has reduced the demand for union tradesmen at many centres in the District, although non-union hirings have generally remained at a high level. The industry outlook for the summer appears extremely healthy, with most centres reporting building permit values either close to, or well in excess of last year's figures. Several large projects are in the proposal stage and although permits have yet to be issued for most of them, they are worth noting for their potential impact on the construction scene. Of these, a \$500 million proposal for a bulk loading port at Prince Rupert is the largest. At Prince George, plans call for a \$10.0 million shopping centre, a \$3.5 million apartment and office building, and a \$1.5 million Bank of Nova Scotia building. At Fort St. John, plans for a \$1.7 million motor hotel complex and a \$1.0 million courthouse have been put forward; and at Smithers, work is expected to begin this year on three large institutional and commercial projects. In consequence of the above, strong shortages of skilled construction workers are likely to appear throughout the District once the present contract dispute is settled.

In the service industry, new job creation has stimulated demand for a variety of occupations. Vacancies in this sector have occurred earlier in the year than usual and in greater numbers, suggesting that normal seasonal improvements have been reinforced this year by a healthy underlying growth trend. The health services sector normally experiences the greatest shortages due to the unwillingness of highly qualified man-

power to work in remote areas. At present, nurses are in shortage in the Prince George, Dawson Creek and Fort St. John CMC areas. Other hard-to-fill vacancies are for a chief medical technologist and medical laboratory assistant at Dawson Creek, and a certified nursing orderly at Fort. St. John.

In the trade sector, demand for the various automotive skills has exceeded the available supply and shortages of automobile body repairmen have been registered at Williams Lake, adding to a strong shortage of automobile mechanics at such widespread locations as Fort Nelson, Fort St. John, Terrace and Quesnel. Also attributable to the upturn in tourist flows, the food and accommodation sector experienced greater hiring activity during the past quarter, producing intermittent shortages of cooks and waitresses at Quesnel, Williams Lake and Terrace. Low wages and a lack of experienced job applicants are responsible for many of these shortages in the hospitality industry.

In outlook broadly-based employment growth can be expected through the summer months, though at a somewhat slower pace than that experienced during the quarter under review. On the demand side, all the major resource developments now being readied for production should be fully staffed by the fall, and although their payrolls will generate further hirings in the tertiary sector, activity from this source will be light compared with present levels. Furthermore, pulp and mineral markets are showing only gradual improvement and further layoffs in these two sectors cannot be discounted. On the supply side of the labour market, the usual cautions must be added. In-flows of transient workers from areas suffering high unemployment may inflate local manpower surpluses to some extent. In addition, close to 1,000 students had registered at District CMC's by the end of May and it is still too early to determine how many of these can be absorbed by the local economy. Consequently, while further employment growth seems assured, unemployment levels may show only light declines over the next few months.

CMC Whitehorse

With local business establishments preparing for higher levels of summer activity, the strengthening trend evident in the Whitehorse labour market accelerated sharply during the second quarter. Job vacancies notified to the CMC by local employers during the past three months jumped by almost 90 per cent from the previous three month period, more than doubling the number of vacancies notified during the comparable period a year ago. At the same time, the average number of unemployed clients registered at the CMC dropped by about 10 per cent from the previous three month period, falling to approximately three quarters of the level attained in the corresponding months of 1971.

The present strength in the labour market has exceeded expectations. It was originally feared that completion of the Federally sponsored special winter employment programs might start releasing manpower mid-way through the second quarter at a faster rate than the upturn in seasonal activity could absorb them. Consequently, unemployment levels were expected to rise through May and June, then decline again as seasonal factors took hold. So far, however, a sharp rise in labour demand appears to have offset this potential source of increased unemployment.

The main contributors to strength during the quarter under review were the food and accommodation sector, the mining industry and all three levels of government. Motels and highway lodges have been hiring steadily in preparation for summer tourist flows and several have already encountered difficulty in satisfying all of their manpower requirements. In particular, light to medium shortages of cooks are expected to emerge during the peak tourist period and it is possible that demand for waitresses may also exceed the available supply.

In the mining industry, both the Hudson-Yukon mine at Quill Creek and Whitehorse Copper progressed with their respective mine development programs through the past quarter, inciting additional labour market activity. At last report, the Hudson-Yukon mine was gearing for production by May or June and had commenced hiring production workers. In addition, Whitehorse Copper has announced the advancement of its start-up schedule from the first quarter of 1973 to the fourth quarter of 1972 and is now actively searching the labour market for production and maintenance workers. Manpower requirements at both these mines will add significantly to existing shortages in the industry. At present electricians, millwrights and production workers are all in short supply.

In the construction sector, the outlook is for relatively healthy levels of activity. Building permit values are expected to top the \$5 million mark in the City of Whitehorse this year, surpassing last year's value by approximately \$1 million. In addition, the Territorial Government has a major program of highway and bridge construction scheduled for the summer which should add a strong demand for equipment operators, drivers and labourers to the relatively healthy employment outlook for other building trades.

Certain elements of the trade sector, including those associated with the automotive industry, exhibited strengthening labour demand through the second quarter. Offsetting this to some extent, retail outlets selling merchandise items are reportedly experiencing some loss of business to the new shopping centre in Whitehorse. As a consequence of these relative changes in the trade sector there has been a strong demand for properly qualified automobile mechanics, auto-body repairmen and partsmen, while surpluses of general sales clerks have persisted. The only other shortages in the trade sector have been of electrical appliance servicemen.

The overall outlook for the Yukon's labour market through the summer is difficult to assess. Strong labour demand has emerged earlier in the year than usual, and unemployment has so far shown no tendency to rise. Healthy activity in construction, mining and tourism should continue as the major stimulants to employment growth through the next quarter and unemployment may even show further declines. However, a cautionary note should be added since in-migration of poorly skilled persons looking for work may inflate the unemployment level somewhat during the summer months, offsetting the gains made by strong employment growth. Indeed, anyone contemplating a move to the Yukon would be well advised to ensure that a job is available before coming to the Territory.

UNEMPLOYMENT AND LABOUR FORCE PARTICIPATION RATES OF B.C. INDIANS LIVING OFF RESERVES

W.T. Stanbury, D.B. Fields, and D. Stevenson.

W.T. Stanbury is Assistant Professor and D.B. Fields is Professor in the Faculty of Commerce and Business Administration, University of British Columbia. D. Stevenson is Assistant Professor of Anthropology, University of Victoria. The authors gratefully acknowledge the substantial financial assistance of the Donner Canadian Foundation which made this study possible. Valuable research assistance and computer programming were provided by Jay Siegel and Ken Waldie.

Introduction

Historically research on Canada's native Indian population has been concerned with those living on reserves. The most recent major study, the "Hawthorn Report", is an example of this tradition.¹ However, an increasing proportion of Canadian Indians no longer live on reserves — this is particularly true in British Columbia,² where between 1962 and 1972 the proportion of "legal or status"³ Indians living off reserves increased from 14.2% to 33.5% of the total population. During the same period the total Indian population grew at an average annual rate of 2.5%, while that of the off-reserve population grew at an annual average of almost 12%. Additional details are provided in Table 1. The object of this paper is to report on the unemployment and labour force participation rates of B.C. Indians living off reserves in the summer of 1971. In addition a cross-section regression equation is utilized in an attempt to "explain" variations in total months employed during the period January 1969 through summer 1971.

Methodology — The Sample

Very little is known about the life circumstances of B.C. Indians who do not live on reserves. In its annual population census, officials of Indian Affairs review the Band Lists and determine as of January each year, for each person listed, whether or not his place of residence is on or off reserve. The Band Lists also contain the following information: year of birth, sex, marital status, religion and "apparent family size".⁴ In order to obtain information on a number of the parameters of the "population" from which we were to sample we obtained copies of the Band Lists as of January 1, 1971.

For each person on the list who was born before 1956 (age 15 or greater in the summer of 1971)⁵ and who was indicated to be living off reserve we asked the thirteen Agency Superintendents to supply the following additional information: location off-reserve, occupation, industry and length of time living off reserve.

This data (on 7,869 persons) was put on the computer and analyzed to obtain estimates of the following population parameters: age distribution, sex, marital status, population by region and town, cultural/linguistic groups, occupation and industry.

However, we must point out that except for the first three categories we had "don't know" in one or more categories for about one-third of the persons living off-reserve. From that point we concentrated on the age/sex distribution and population by region and town variables to ensure a representative sample.

Sampling quotas were drawn up by town, region and age/sex distribution, given our target (and financial resources) of 1,000-1,200 completed interviews. Because of cost considerations we did not collect interviews north of Ft. St. James, in the Queen Charlotte Islands or on the north-west coast of Vancouver Island. While this work was proceeding we hired and trained 17 interviewers, most of whom were university students and who had had previous contact with Indians. Three interviewers were Indians.

While we had obtained estimates of the off reserve population by region, town, age and sex there remained the problem of obtaining individual respondents, for we did not have specific street addresses. To accomplish this we designed the "multiple-source, linked-respondent" technique. In an individual town the interviewers visited stores, cafes, beer parlours, welfare workers and the Chiefs of Indian bands in the vicinity.⁶ in order to obtain information on the residence of Indians in the vicinity. The technique worked very well, particularly the latter part, when each respondent was asked if he knew of other Indians living off reserve in the area or in other towns along the interviewer's route. Thirty-seven % of the 1,095 interviews were obtained from referrals by a previous respondent, 10.7% were obtained by knocking on doors or from neighbours, and 12.7% from clubs, social organization, (Indian Centers) employers or a government agency. Some 61% of the interviews were actually carried out in the respondent's home or that of a friend and 22% were carried out in a public place (cafe, beer parlour, etc.). Interviewers were instructed to interview either the husband or wife (but not both) in a household and only one other adult in the same household provided they were not a member of the nuclear family. Only persons whose place of residence had been off reserve for at least one month were interviewed.

The Questionnaire

While anthropologists have long been interested in native Indians it is only recently that economists have become interested. The major objective of our study was to provide a comprehensive socio-economic profile of B.C. Indians who live-off-reserve. Our emphasis was on the collection of "hard" data on a growing group of people about whom we know very little. The data sought may be grouped under the following headings: demographic, composition of household/family, employment status, job and geographic mobility, education/training, income/welfare dependency, ties to the reserve, adjustment to life off-reserve, knowledge of government programs, and open-ended questions on a number of topics. Consequently, the results reported in this paper represent only a small proportion of the information gathered.

The Population and the Sample

Table 2 compares the age distribution of the sample and that of all persons age 16 and over living off-reserve January 1, 1971. With the exception of the age cohorts 22-26 and 52 and over, the proportions of the sample lie within one percentage point of those of the population. The cohort 22-26 accounts for 22.6% of our sample but only 16.6% of the population. The sample is slightly under represented in the 52 and over age group. This is primarily due to the fact that the interviewers were instructed to confine their respondents to the age range 15 to 65. Of the total sample, 54.9% of respondents were male and 45.1% were female. However, if we exclude the 61 interviews (53M and 8F) of persons in prisons, then the sample is better balanced at 53% males and 47% females.

In Table 3 we compare the sample and population proportion in terms of cultural/linguistic groupings. Wakashan/Bella Coola respondents are slightly over-represented; also, the Carrier group is over-represented. Coast Salish and the Far Northern groups are under-represented. The latter group is under-represented because of limitations in resources to collect interviews in northern B.C.

Comparisons of the age and sex distributions as well as that of the linguistic/cultural groupings appear to indicate that while a true random sampling of the off-reserve population could not be obtained, we have obtained a representative sample.

Counting the Unemployed — The Significance of the Methodology

The unemployment rate is defined with apparent simplicity as:

u =
$$\frac{\text{number of persons unemployed}}{\text{number of persons employed} + \text{number of persons unemployed}}$$

Even what constitutes an "employed" person seems clear from the definition of the employed in the Monthly Labour Force Survey conducted by Statistics Canada, which states:

- "The employed includes all persons who, during the reference week:
- (a) did any work for pay or profit;
 - (b) did any work which contributed to the running of a farm or business operated by a related member of the household; or
 - (c) had a job, but were not at work, because of bad weather, illness, industrial dispute, or vacation, or because they were taking time off for other reasons."

However, we are faced with a more difficult task when we confront the question "When is a person unemployed?". Is a person who is without work, but not in school or engaged in supervising a household, of "prime age" (20-64 years), unemployed — for whatever reason? To be "unemployed" must a person both be without work and be "seeking work?" What activity constitutes "seeking work?"

All of these questions must be faced by those wishing to measure the number of unemployed persons. How well are they answered by the definition utilized in the Month-

ly Labour Force survey in which the "unemployed" includes all persons who, through the reference week:

- (a) were without work and seeking work, i.e., did no work during the reference week and were looking for work; or would have been looking for work except that they were temporarily ill, were on indefinite or prolonged layoff, or believed no suitable work was available in the community; or
- (b) were temporarily laid off for the full week, i.e., were waiting to be called back to a job from which they had been laid off for less than 30 days."⁸

The heart of the matter is what constitutes "seeking work" and what is meant by the phrase "believed no suitable work was available in the community." These phrases beg the following questions:

- Does "seeking work" mean simply that the person is registered at the local Canada Manpower Centre?
- How actively must a person be "seeking work"? Does reading the help wanted advertisements constitute "seeking work" — or must a person canvass the personnel offices of nearby employers? (In person or by mail?)
- Is the willingness to accept a "suitable job" constitute "seeking work" and inclusion in the counted unemployed?
- Finally, how does one arrive at the belief that "no suitable work was available in the community"? How many times must one try, and try again to qualify for this state and be among the counted unemployed?

The conceptual issues are particularly relevant in our survey of unemployment and participation rates among B.C. Indians living in an urban environment.⁹ Data to measure unemployment and participation rates was derived by first asking each respondent "Are you working now?" If the answer was affirmative we then ascertained if the work was of a full-time or part-time nature. If the reply was negative respondents were asked supplementary questions and then classified using the following categories:

- housewife
- student
- permanently disabled
- retired
- other, e.g., travelling
- unemployed

Persons in the first five categories were defined as out of the labour force. Persons indicated as "unemployed" were then asked if they were looking for work. Some 57% of those indicated as "unemployed" were "not looking for work". Should such persons be counted as unemployed or not in the labour force in making estimates of unemployment and participation rates?

From a first reading of the definition utilized in the Monthly Labour Force Survey (given above) it would appear that they should not be counted as unemployed. Yet a closer reading reveals that a person can be counted as "unemployed" in the Monthly Labour Force Survey and *not* be seeking work if he falls into one of three categories:

- (a) if he was without work and "would have been looking for work except that he was temporarily ill"
- (b) if he was without work and would have been seeking work except that he was "on indefinite or prolonged lay off."
- (c) if he was without work and would have been seeking work except that he "believed no suitable work was available in the community."

The first two circumstances seem to be easily determinable but the third presents more difficulty. How does the interviewer decide that the interviewee is not looking for work because he "believed no suitable work was available in the community?"

It is precisely this problem which led us to define two measures of unemployment among persons in our sample. The broader definition U1 is equal to the sum of persons unemployed and indicating that they are looking for work plus those who are unemployed but indicated (for whatever reason) that they were not looking for work. The narrower definition U2 is the number of persons who were unemployed and who stated that they were seeking work.

Two complementary participation rates are defined as follows:

$$P1 = \frac{U1 + \text{number of persons employed}}{\text{civilian non-institutional population age 14 and over}}$$

$$P2 = \frac{U2 + \text{number of persons employed}}{\text{civilian non-institutional population age 14 and over}}$$

So long as U1 is greater than U2 then P1 will be greater than P2 because persons classified as unemployed but not seeking work and hence in the labour force in P1 will be classified as not in the labour force in P2. The choice of U1 or U2 to measure unemployment among B.C. Indians living off reserves in the summer of 1971 results in an overall unemployment rate of 46.5% or 26.9% respectively. Using P1 the overall participation rate is 69.7%; using P2 it is 51.1%. These differences are hardly negligible. We believe that to opt for U2 as the best measure of the unemployment rate, while it appears to match more closely the Monthly Labour Force Survey definition, would have the result of ignoring a great deal of disguised unemployment in the form of "discouraged workers". Discouraged workers are those who are without work but are not actively seeking work because of prolonged periods of unemployment and the futile search for suitable employment they have experienced. These workers would have actively entered the labour market if suitable job opportunities were available. The result is that discouraged workers are not included in the labour force and the unemployment rate is understated.¹⁰ We agree with Peitchenis that —

"perhaps a more accurate rate of unemployment would be obtained if account were taken of all those who are able and willing to work but are not working, rather than those only who are without work and are looking for work. After all, from an economic standpoint our primary concern is with the waste of potential productive manpower."¹¹

Indication that the Indians in our sample who were unemployed, but stated they were not looking for work are probably "discouraged workers", can be ascertained from the following facts:

- Only 30% of those without work for two months or less were not looking for work but 45% of those out of work for three to four months and 59% of those out of work for 5-9 months were not looking for work.
- While 40% of those 15-24 years of age who were without work were not looking for work, 86% of those 45-64 who were unemployed were not looking for work.
- Of those who had completed Grade 10 or better and were unemployed 40% were not looking for work but 71% of unemployed persons with Grade 6 or less were not looking for work.
- When asked the question "How is the job situation in this town for you?" 42% replied "Bad", 39% replied "Good" and 19% responded "Don't know". When asked the question "How is the job situation in this town for Native people?" some 31% replied "Good" or "Good if willing to work" or "Good if skilled". 41% replied "Bad", 5% replied "Fair", and 20% replied "Don't know".

With this critique of the methodology in mind we will now present estimates of U1, U2, P1 and P2.

Results: Unemployment and Labour Force Participation Rates

The most significant result we obtained from our study was the very high rate of unemployment among B.C. Indians who lived off-reserve in the summer of 1971. Using the broader definition U1, the overall unemployment rate (M + F, aged 15 and over) was 46.5%. Using U2, the narrower definition resulted in an overall unemployment rate of 26.9%. These rates must be compared to rates of 7.1%, 6.2% and 5.4% for the months of June, July and August of 1971 for the total population of B.C. Exact comparisons are not possible as our interviews were collected in June (75), July (527), August (463) and September (30) of 1971. This slight difference in methodology cannot obscure the principal result that unemployment (broadly defined) among B.C. Indians living off reserves is at least seven times the B.C. average — see Table 4.¹² More narrowly defined it is at least four times the overall B.C. rate. The combined male and female participation rate of B.C. Indians (using the broad measure P1) was 69.7% as compared to 59% for all of B.C. Using P2, the narrower measure, the combined participation rate of B.C. Indians living off reserves in the summer of 1971 was 51.1% or eight percentage points below that of the total B.C. rate.

The unemployment rate among B.C. Indians was highest in the 14-19 age cohort with U1 equal to 59.4% and U2 equal to 45.8%. These rates compare to between 13.9% and 20.7% in the period June to August 1971 for all B.C. males and females in the age cohort 14-19. For Indians in the cohort 20-24 years the unemployment rate was scarcely less where U1 = 50.0%, U2 = 37.8%. This is compared to 5.9 to 8.0% for B.C. as a whole. As with non-Indians the lowest rate of unemployment recorded by B.C. Indians living off reserves was in the age cohort 25-44 years with U1 = 39.4% and U2 = 20.9%. However U2, the narrower definition was still about five times the rate of unemployment

among the total B.C. population in that age cohort. The greatest discrepancy between the measures of Indian unemployment was recorded in the 45-64 age cohort where $U1 = 55.3\%$ and $U2 = 15.8\%$.

It appears that the "discouraged worker" phenomenon is most prevalent in the 45-64 cohort. Reasons for this are not hard to find. The median number of grades of education completed by Indian males in the age cohort 55-64 was 4.6 and in the cohort 45-54 it was 7.1. For the Indian females in our sample the medians are 3.3 and 6.3 grades, respectively. As we pointed out above, older Indians were without work for a longer period — a good number for more than six months. These facts combined with the perceived lack of employment opportunities would make it reasonable that such persons would believe "no suitable work available in the community" and cease to be "seeking work".

Using the broader measure, P1, Indian participation rates were equal to or above those of B.C. in total with the exception of one age cohort — see Table 4. However, when we use P2, Indian participation rates are significantly below the B.C. total in all age cohorts. For example in the "prime age" cohort 25-44 the Indian participation rate, using P1, is virtually identical with the rate for all of B.C. at 70%. If P2 is used the Indian rate falls to 54%.

Of the 260 men who were married or living common-law, 67 (25.8%) had their spouse in the labour force, of whom 59 were employed. In 44 families both partners were employed during the summer of 1971.

Regionally, we found that Indian unemployment varied from $U1 = 58.0\%$ ($U2 = 41.7\%$) in the Okanagan and $U1 = 55.7\%$ ($U2 = 31.1\%$) in the Northern Interior, to $U1 = 22.6\%$ ($U2 = 14.3\%$) in the Lower Fraser Valley and $U1 = 27.6\%$ ($U2 = 10.5\%$) in the North Coast regions. We found it surprising that Indian unemployment should be so high in Metro Vancouver where $U1$ equaled 50.5% and $U2$ equaled 31.3%. On the other hand the overall unemployment rate in Metro Vancouver in June, July and August of 1971 was 7.7%, 6.5%, and 6.0%, respectively, which was somewhat above the provincial average of 7.1%; 6.2% and 5.4% for the three months.

Labour Force participation rates varied as much as 20 percentage points between various regions. High participation regions were the North Coast where P1, the broader definition, was 80.2% ($P2 = 72.5\%$) and Metro Vancouver, where P1 equalled 78.2%, but P2 only 56.4%. The regions of low participation were Vancouver Island region where P1 was 60.5% and P2 was only 44.2%, and the Southern Interior with P1 equal to 61.5% and P2 equal to 43.2%. Table 5 provides additional details, but unfortunately unemployment and participation rates by region are not published for the entire population.

Before we examine unemployment and labour force participation rates of B.C. Indians living off reserves by size of town, cultural/linguistic group and level of education we shall examine the results of a survey conducted by the B.C. Association of Non-Status Indians. This survey was also conducted in the summer of 1971. While the methodology employed was not as rigorous¹³ as in our own survey the results confirm our findings of very high unemployment among B.C. Indians — See Table 7. While the average

rate of unemployment among non-status Indians was 50% as opposed to 46.5% (U1 definition) for status Indians living off reserves, and the overall labour force participation rate was six percentage points lower among the non-status Indians, the differences can probably be accounted for by differences in the sample characteristics. For example only 41% of the non-status respondents were male and 31% of the sample was drawn from the Far North Region (Chetwynd, Dawson Creek, Ft. Nelson, Ft. St. John and Kelly Lake). This region was not included in our survey of status Indians. Among non-status Indians unemployment varied from 37% and 38% in the Skeena/Coast and Okanagan regions to 66% in the Lake District. Participation rates varied from a low of 46% in the Far North to 77% in the Lakes District.

Returning to our sample of status Indians living off reserves, Table 6 records labour force participation and unemployment rates by size of town. Using the narrower definitions (U2 and P2) we found that both the unemployment (31.3%) and the participation rate (56.4%) were highest in the largest metropolitan area — Vancouver. The smallest urban centres (less than 2,500 population) had the lowest rate of unemployment U2 = 21.7% and the second lowest participation rate with P2 equal to 47.7%. The lowest participation rate was found in towns in the range 2,500 — 9,999 population where P2 was 46.2% and the unemployment rate was 26.1% (U2). Using the broader definitions U1 and P1 the ranking of unemployment and labour force participation rates by size of town is the same as obtained using U2 and P2 — see Table 6.

The rate of unemployment among B.C. Indians who are members of a trade union was 13.6% using the U2 definition (U1 = 21.0%), while for non-members it was 35.9% (U1 = 58.6%). It is difficult to ascertain the direction of causality of such an observation. For many jobs union membership is a requirement for employment and ensues as a result of first obtaining a job. Table 8 records that the participation rates of union members was significantly above that of persons in the labour force who did not hold a union card. For union members the rate was 83.5% even using the narrow P2 definition. For non-members the participation rate was only 40.4% (P1 = 62.6%). Note also that the difference between U1 and U2 and P1 and P2 are much smaller in the case of union members than for those who, were not in unions. Apparently the "discouraged worker" effect is not so great among Indians who are members of unions.

Education is often held out as the key to the upward mobility of minority groups. What effect did education have on unemployment and labour force participation rates? From the results reported in Table 9 it appears that additional education had no effect on (M + F) unemployment rates until high school graduation was achieved. On the basis of U2, unemployment increased slightly from 0-6 grades completed (29.8%) to 7-9 grades completed (32.3%) to 10 to 11 grades completed (35.7%). However, the unemployment rate of B.C. Indians with Grade 12 or better was sharply lower at 10.5%. Using the U1 definition, unemployment was about 50% for those with 0 to 11 grades completed, but dropped to 15.8% for those with Grade 12 or better. For males, unemployment was higher among those with Grades 10-11 completed (U2 = 40.7%) than those with a lower level of education. What is most interesting about these results is that apparently the effect of additional education on the unemployment rate has overcome the traditionally higher unemployment rates among the young, for we found a strong negative correlation between age and education among our sample of B.C. Indians. The median

number of grades completed by age cohort (M + F) was 4.1 for those aged 55-64, 6.8 for those aged 45-54, 6.4 for those 35-44, 9.0 for those 25-34 and 9.9 for persons aged 20-24.

Participation rates increased significantly with the level of education. This result is similar to that reported for the population as a whole.¹⁴ Applying the narrower definition of P2 we found that for those with Grade 6 or less completed it was 42.8%, for those with Grades 10-11 it was 56.8%, and for Indians with Grade 12 or better the participation rate was 71.5%. The results are similar for males and females separately — see Table 9.

We found wide variations in the unemployment and labour force participation rates by cultural/linguistic group. The lowest unemployment rate (U2) was found among the Coast Salish with a rate of 13.6%. The highest rate was found among the Carrier group with a rate of 40.4%. However, if we use the broader definition (U1) then the unemployment rates for the two groups were 37.3% and 59.1%, respectively. The highest participation rates (P2) were found among the Tsimshian/Haida Indians with a rate of 63.8%, and the Waskashan-Bella Coola with a rate of 57.8%. The lowest rate was found in the Carrier group with a rate of 50.5%.

For males only, using the broader definition (P1) we found that participation rates varied less and were much higher — in the range of 86% to 91%. For females the range was considerably greater with a low of 33.3% (P1) among the Coast Salish to a high of 55.3% among the Tsimshian/Haida people. Additional details can be found in Table 10.

Variations in Months of Employment

Because of our interest in determining the ability of B.C. Indians living off reserves to support themselves from labour market employment, our questions on welfare dependency and employment were phrased in the following way:

“During 1971 (1970, 1969) in which months were you or your wife/husband able to support yourself and your family with money from your job?”¹⁵

Consequently, the dependent variable, total months employment, in the regression indicated below more precisely should be stated as total months self-support in the period January 1969 through summer 1971. We found that 28% of the families in our sample were not self-supporting in even one month in the two and one-half year period upon which we obtained data. However, the distribution is bipolar — 24% of the sample were self-supporting for the entire period January 1969 through summer 1971.¹⁶

The principal independent variables in the linear regression equations were age, education, occupation group, region, job situation, special courses, and town size. Virtually all of the variables employed were entered as dummy variables, i.e. persons in the set having the characteristic such as Grade 5-8 or Age 35-49, are assigned a value

of 1 in the regression, while persons not having this characteristic are assigned a value of zero. The use of dummy variables facilitates the use of qualitative independent variables and also may permit a better fit for the equation since relationships need not be smooth and continuous.

It is important to remember the nature of tests of significance for the coefficients of variables specified as dummies. What is really being compared is a hypothesized difference in the intercept term of the regression equation. Thus in examining the effect of having completed Grades 9-11 (see Table 11A) we find that for male heads of families age 18 and over, the regression coefficient is 4.865 and it is statistically significant from zero at better than the .05 level. This should be interpreted as saying that, *cet. par.*, having completed Grades 9-11 adds approximately 4.87 months to the total number of months of self support in the period January 1969 through summer 1971, as compared to persons with less than Grade 5 completed. Similarly when we note that being in the age cohort 35-49 adds 5.98 months (*cet. par.*) to total months self supporting from employment, we are comparing this to persons in the age group 15-24 who are not specified as one of the age groups assigned a value of 1 in the equation.

The results of the two equations using different specifications are summarized in Tables 11A and 11B. The first equation was for male and female heads of families age 18 and over, the second for all males who were not students at the time of the survey in the summer of 1971. In terms of overall fit the second equation has the better R^2 , i.e., .501, in Table 11B as compared to .368 in Table 11A. Its standard error is also lower. However, since these are cross-section regressions a high R^2 is not a matter of great importance.

We cannot say that our equation for female heads of families was very successful — only six variables are significant (two occupation categories, union-membership, information index and two months of interview dummies). The reason for this may be the very high proportion of female heads of families who were not self-supporting from employment at all in the period under consideration. The mean number of months (maximum 30-33) of self support for females was 7.7. For males it was 17.9 months. For the most part, the two equations fitted for males gave the expected results at least in terms of the signs of the coefficients. There were, however, some interesting results. In the first equation (heads of families) the coefficient of the level of education Grade 12+ (Table 11A) was not significant although it did have the expected positive sign. In the second equation (Table 11B) the coefficient (4.044) was significant and larger than the two specified lower levels of education. We had expected variations in region to be significant yet only Prison in the first equation and North Coast in equation two are significantly different from Vancouver (included in the intercept term). Apparently when a large number of other variables are included, variations in total months self-supporting are not statistically significant except between Vancouver and the North Coast. The latter fell 3.2 to 4.4 months below Vancouver.

Using either set of definitions persons employed in any occupation at the time of the survey in the summer of 1971 averaged from six to eleven more months of self-support from employment than those who were unemployed, on welfare or out of the labour force at the time of the survey. Our analysis of job changing (voluntary

and involuntary) indicates that only 38% of those employed in the summer of 1971 were employed continuously in that occupation throughout the entire period January 1969 to summer 1971.

With respect to age we found that in both equations those in the age groups 25-34 and 35-49 were self supporting between five and six months longer than males in the 15-24 age cohort and about three months longer than those age 50 and over. See Tables 11A and 11B.

If the job situation for the individual was "good" then (cet. par.) the period of self-support was four to five months longer than if the individual job situation was perceived as "bad" or "don't know". Membership in a union was positively related to months self-support with coefficients of 6.1 (Table 11A) and 4.3 (Table 11B) in the two equations. Both results were highly significant. While being married (or common law), months on the present job, the "Indianess" index¹⁷, and the index of perceived discrimination¹⁸ all were not statistically significant, we found that the presence of a spouse working was positively related to the family's total months of self support as we would expect.

Having one or more special courses in vocational training or adult education/upgrading was negatively related to months of self support from employment, but the results were not statistically significant. The positive relationship for academic/other special courses should be ignored because of the small size of the sample in that Category.

In the second equation the size of town of residence (Table 11B) in the summer of 1971 did not prove to be statistically significant in terms of differences in the intercept term as compared to the largest town size 100,000 and over i.e. Vancouver.

The variable, proportion of life on reserve, had the expected negative sign but was not statistically significant. Other variables included in the second equation were not significant — the details are recorded in Table 11B.

FOOTNOTES

¹ H.B. Hawthorn (ed.) *A Survey of The Contemporary Indians of Canada*, Ottawa, Queen's Printer, Vol. I, 1967 Vol. II, 1968.

We might also point out that in the 1961 Census, data on "Indians" relates only to those living on reserves. This is because reserves were defined to sub-units for the purpose of the Census.

² The basic reference work on B.C. Indians is H.B. Hawthorn, C.S. Belshaw and S.M. Jamieson. *The Indians of British Columbia*. Toronto, University of Toronto Press, 1957.

A more recent study is D.B. Fields and W.T. Stanbury "The Impact of the Public Sector Upon the Indians of British Columbia: An Examination of the Incidence of the Revenues and Expenditures of Three Levels of Government". A report submitted to the Dept. of Indian Affairs and Northern Development, Ottawa, September 1968 (pp. 422, typescript) See also *Vancouver Province*, April 1, 1972, p. 5 for a summary of four chapters of this study.

³ By a "legal or status" Indian we mean persons defined to be Indians under the *Indian Act*, and recorded on a band list by Indian Affairs.

⁴ Children are listed by surname below their fathers (and mothers) name if they are minors and have not married. When minors marry they receive a separate listing. Females who marry non-Indians lose their status, i.e. they cease to be Indians under the definition of the *Indian Act*.

⁵ The age "cut-off" was used because we were interested in the "economically-active" population. It should be pointed out that 48% of the B.C. Indian population is age 15 or under and only 4.1% is age 65 or older.

We wish to acknowledge the extensive assistance of the staff of the B.C. Region, Indian Affairs Branch, Vancouver for the provision and analysis of the Band Lists.

⁶ Before we began the field work we obtained a substantial list of contacts in various communities from a number of Indian organizations. Particularly helpful was a letter of introduction from the Union of B.C. Indian Chiefs who supported the project.

⁷ Statistics Canada, *The Labour Force*, Information Canada, Ottawa, April 1972, p. 71.

⁸ *loc. cit.*

⁹ The proportion of respondents by size of town excluding 61 persons in prison and 4 travelling was as follows:

500 — 2,499	16.9%
2,500 — 9,999	19.3
10,000 — 24,999	24.0
25,000 — 99,999	13.9
100,000 & over (Vancouver)	25.9

¹⁰ An interesting analogy to the fact that high unemployment rates drives some workers from the labour force can be made with the Director of Food Services of a university who remarked that the only way she could feed dormitory residents three meals a day for the \$1.50 allowed her was that 30% of the students did not eat breakfast. A student pointed out that this was because the breakfast served was usually tasteless. It was then suggested to the Director that by making the food bad enough no one would come to breakfast and the budget constraint would thereby be eased.

Stephen G. Peitchinis *Canadian Labour Economics*, Toronto, McGraw-Hill 1970, p. 238 (italics in the original).

We are indebted to Mr. S.L. Young, Regional Economist, Manpower Information and Analysis Branch, Department of Manpower and Immigration, Pacific Region, Vancouver for the data contained in Table 4.

From our examination of the questionnaire employed it appears that no distinction was made between persons without work and seeking work and those without work but not seeking work. Hence the results reported in Table 7 should be compared to U1 and P1 in Table 5.

- ¹⁴ See F.J. Whittingham "Educational Attainment of the Canadian Population and Labour Force, 1960-65", Special Labour Force Studies, No. 1, Ottawa, Dominion Bureau of Statistics, 1966 and John D. Allingham, "Women Who Work: Part I, The Relative Importance of Age, Education and Marital Status for Participation in the Labour Force," Special Labour Force Studies No. 5, Ottawa, Dominion Bureau of Statistics, 1967.
- ¹⁵ If there was two or more earners in the family (man, wife and dependent children) support was based on family income in total. In order to ensure reliability of the data obtained we asked the following question later in the interview: "During 1971 (1970, 1969) in which months did you have to get help to support yourself/family from Welfare, friends etc.?"
- ¹⁶ Thirty-five percent were self-supporting in 25 or more months out of a possible total of 30 to 33 months in period for which we obtained data.
- ¹⁷ The variable "Indianess Index" was created by summing across the values assigned to 13 variables which included home ownership on reserve, language spoken at large, at home, by the children at home and teaching children Indian language, number of yearly visits and days per visit to reserve, returning to reserve to live and months since lived on reserve for at least one month, Indian ceremonies attended in past year, telling children Indian folklore, reading Indian publications and also belonging to Indian clubs or organizations. Values of one were assigned to an affirmative response and zero to a negative or other response. Five or more yearly visits to reserve, 6 or more Indian ceremonies attended, 6 or more days per visit to reserve and 25 or more months away from living in reserve were each assigned values of one. Therefore the theoretical maximum would be 13 and the minimum zero. 13 per cent of the sample scored 7 points or more, 27 per cent scored 5 or 6 points, 38 per cent scored 3 or 4 points and 21 per cent scored 0 to 2 points.
- ¹⁸ The variable "Perceived Discrimination" was created in a similar fashion from the responses to six questions regarding treatment from officials in the public sector, also from the normal daily range of contacts in the private sector. Negative replies indicating specific complaints of prejudice or maltreatment, being ignored, etc., were given a value of one. Neutral replies or positive statements were given the value zero. The index was created by summing across the six variables. 50 per cent of the sample received an index score of zero (no perceived discrimination), 29 percent a score of one, 13 per cent scored two points and only 8 per cent scored three or more points with a maximum of six.

Table 1
INDIAN POPULATION — BRITISH COLUMBIA

Date		On Reserve	Off Reserve	Total	Increase From Previous Year
Jan. 1, 1962		32,942	5,460	38,402	
	%		14.2%		
Jan. 1, 1963		33,086	6,214	39,300	898
	%		15.8%		2.3%
Jan. 1, 1964		32,958	7,601	40,559	1,259
	%		18.7%		3.1%
Jan. 1, 1965		32,547	9,393	41,940	1,381
	%		22.4%		3.2%
Jan. 1, 1966		32,441	10,532	42,973	1,033
	%		24.5%		2.5%
Jan. 1, 1967		32,547	11,534	44,081	1,108
	%		26.2%		2.6%
Jan. 1, 1968		33,853	11,331	45,184	1,103
	%		25.1%		2.5%
Jan. 1, 1969		32,859	13,070	45,929	745
	%		28.5%		1.6%
Jan. 1, 1970		31,049	15,862	46,731	802
	%		33.9%		1.7%
Jan. 1, 1971		32,316	15,572	47,888	1,157
	%		32.5%		2.5%
Jan. 1, 1972		32,567	16,455	49,022	1,134
	%		33.5%		2.4%

Sources: 1. "Information and Statistics, The British Columbia and Yukon Region, 1 January, 1967" Dept. of Indian Affairs and Northern Development, Vancouver (Mimeo).
2. "List of Indian Agencies and Bands, British Columbia and Yukon Region", Jan. 1, 1968, 1969, 1970, 1971.

Table 2
AGE DISTRIBUTION OF ALL B.C. INDIANS LIVING OFF RESERVE
AS COMPARED TO THE SAMPLE

Age Summer 1971	All B.C. Indians Living Off Reserve, Jan. 1971						Sample, B.C. Indians Living Off-Reserve, Summer, 1971				
	Year of Birth	Number		Percentage		Total	Number		Percentage		Total
		Male	Female	Male	Female		Male	Female	Male	Female	
16-21	1950-55	863	863	22.1%	21.8%	21.9%	119	110	19.8%	22.3%	20.9%
22-26	1945-49	622	685	15.9	17.3	16.6	139	109	23.1	22.1	22.6
27-31	1940-44	588	620	15.1	15.6	15.4	116	67	19.3	13.6	16.7
32-41	1930-39	820	817	21.0	20.6	20.8	120	101	20.0	20.4	20.2
42-51	1920-29	464	511	11.9	12.9	12.4	60	65	10.0	13.2	11.4
52-66	1905-19	411	357	10.5	9.0	9.8	44	39	7.3	7.9	7.6
67 & over	1904 & before	135	113	3.5	2.8	3.2	3	3	0.5	0.6	0.5
		3,903	3,966	100.0	100.0	100.0	601	494	100.0	100.0	100.0

Table 3
COMPARISON OF SAMPLE AND POPULATION OF
B.C. INDIANS LIVING OFF RESERVE BY
CULTURAL/LINGUISTIC GROUPS

Cultural/ Linguistic Group	Total Off Reserve Population Jan. 1971		Sample*, B.C. Indians Off Reserve, Age 15 & over Summer, 1971				% of Population
	n=	%	Male	Female	Total	%	
Interior Salish	3,736	24.0%	142	141	283	25.8%	7.6%
Coast Salish	2,732	17.5	73	54	127	11.6	4.6
Wakashan/ Bella Coola	3,024	19.4	140	104	244	22.3	8.1
Carrier	1,679	10.8	97	95	192	17.5	11.4
Tsimshian/Haida	3,044	19.5	118	87	205	18.7	6.7
Chilcotin	244	1.6	8	7	15	1.4	6.1
Far Northern	950	6.1	8	2	10	0.9	1.0
Kootenay	163	1.0	14	2	16	1.5	9.8
Don't Know	—	—	1	2	3	0.3	n.a.
	15,572	100.0	601	494	1,095	100.0	7.0

* AGE 15 and over only.

Table 4
UNEMPLOYMENT AND LABOUR FORCE PARTICIPATION
RATES BY AGE COHORT AND SEX

		B.C. Indians Living Off					Total B.C. Non Institutional					
Age		n* =	Reserves, Summer, 1971 unemployment rate %		participation rate %		Population, 1971 unemployment rate U2 %			participation rate P2 %		
			U1	U2	P1	P2	June	July	Aug.	June	July	Aug.
14-19*	M	45	54.1	39.3	82.2	62.2						
	F	66	66.7	55.0	40.9	30.3						
	M+F	111	59.4	45.8	57.7	43.2	20.7	17.6	13.9	46.8	55.0	51.0
20-24	M	122	48.6	38.4	89.3	74.5						
	F	106	52.5	36.4	55.7	41.5						
	M+F	228	50.0	37.8	73.8	59.2	8.1	8.0	5.9	76.8	77.0	75.4
25-44	M	297	35.7	21.4	90.6	74.1						
	F	229	49.0	19.7	45.4	28.8						
	M+F	526	39.4	20.9	70.9	54.3	4.9	3.7	3.7	70.8	69.7	69.7
45-64	M	80	55.4	19.5	92.5	51.3						
	F	81	62.5	5.9	49.4	21.0						
	M+F	161	55.3	15.8	70.8	35.4	3.8	4.2	4.2	61.8	62.6	61.9
14& over												
	M	548	42.9	26.6	89.9	69.3	7.1	5.7	4.9	79.9	81.3	80.1
	F	486	54.1	27.9	47.7	30.2	7.0	7.2	6.7	37.5	37.9	37.2
	M+F	1034	46.5	26.9	69.7	51.1	7.1	6.2	5.4	58.6	59.5	58.6

n* = sample size, total non-institutional population age 14 and over
 * for B.C. Indians this age cohort is 15-19 with almost all persons in the range 16-19 years.

Table 5
UNEMPLOYMENT AND LABOUR FORCE
PARTICIPATION RATES BY REGION,
B.C. INDIANS LIVING OFF RESERVES,
SUMMER 1971

		n*	unemployment rate %		participation rate %	
			U1	U2	P1	P2
Lower Fraser Valley	M	23	22.7	19.0	95.7	91.3
	F	22	22.2	—	40.9	31.8
	M+F	45	22.6	14.3	68.9	62.2
Metro Vancouver	M	171	48.3	31.3	87.1	65.5
	F	95	55.9	31.6	62.1	40.0
	M+F	266	50.5	31.3	78.2	56.4
North Coast	M	75	23.6	8.3	96.0	80.0
	F	56	36.3	19.2	58.9	46.4
	M+F	131	27.6	10.5	80.2	72.5
North Interior	M	82	40.6	9.5	78.0	51.2
	F	89	74.5	59.3	57.3	36.0
	M+F	171	55.7	31.1	67.2	43.3
South Interior	M	63	46.4	30.2	88.9	68.3
	F	85	54.2	23.8	41.2	24.7
	M+F	148	49.5	28.1	61.5	43.2
Van. Island	M	88	42.5	28.1	90.9	72.7
	F	102	51.4	15.0	65.7	19.6
	M+F	190	45.2	25.0	60.5	44.2
Okanagan	M	42	53.1	37.5	76.2	57.1
	F	37	66.7	50.0	48.6	32.4
	M+F	79	58.0	41.7	63.3	45.6

n* = non-institutional population age 14 and over.

Table 6
UNEMPLOYMENT AND LABOUR FORCE PARTICIPATION
RATES BY SIZE OF TOWN, B.C. INDIANS LIVING
OFF RESERVES, SUMMER 1971

size of town		sample size, non-institutional population	unemployment rate %		participation rate %	
			U1	U2	P1	P2
less than 2,500	M	71	37.9	28.1	92.6	77.5
	F	103	38.5	7.7	37.9	25.2
	M+F	174	38.1	21.7	60.3	47.7
2,500-9,999	M	99	41.4	27.9	87.9	68.7
	F	100	58.6	29.2	41.0	24.0
	M+F	199	46.9	26.1	64.3	46.2
10,000-24,999	M	140	39.5	22.7	88.6	69.3
	F	107	53.3	32.3	42.0	29.0
	M+F	247	43.2	25.0	68.4	51.8
25,000-99,999	M	63	42.4	19.0	93.7	66.7
	F	80	60.0	30.8	56.3	32.5
	M+F	143	50.0	23.5	72.7	47.6
100,000 & over (Vancouver)	M	171	48.3	31.3	87.1	65.5
	F	95	55.9	31.6	62.1	40.0
	M+F	266	50.5	31.3	78.2	56.4

Table 7
UNEMPLOYMENT AND LABOR FORCE PARTICIPATION
B.C. NON-STATUS INDIANS SURVEY, SUMMER 1971

Region	Number of Respondents	Unemployment Rate	Labor Force Participation Rate
Lower Mainland & Victoria	84	49%	63%
Okanagan	28	38%	75%
Interior	325	58%	67%
Lakes District	106	66%	77%
Skeena/Coast	345	37%	74%
Far North	413	52%	46%
B.C.	1301	50%	64%

Source: W.T. Stanbury "Summary of Major Results, B.C. Association of Non-Status Indians Survey, Summer, 1971," Vancouver, 1972. (Mimeo)

Table 8
UNEMPLOYMENT AND LABOUR FORCE
PARTICIPATION RATES BY UNION MEMBERSHIP
B.C. INDIANS LIVING OFF RESERVES, SUMMER
1971

Union Member?		sample size, non-institutional population	unemployment rate %		participation rate %	
			U1	U2	P1	P2
NO	M	337	56.7	36.5	86.9	59.3
	F	442	61.5	34.8	44.1	26.0
	M+F	779	58.6	35.9	62.6	40.4
YES	M	211	22.3	15.5	93.4	85.8
	F	44	13.9	3.1	81.8	72.7
	M+F	255	21.0	13.6	91.4	83.5

Table 9
UNEMPLOYMENT AND LABOUR FORCE PARTICIPATION
RATES BY LEVEL OF EDUCATION, B.C. INDIANS
LIVING OFF RESERVES, SUMMER 1971

Highest Grade Completed		sample size, non-institutional population	unemployment rate %		participation rate %	
			U1	U2	P1	P2
0-6	M	124	53.0	31.3	94.4	64.5
	F	136	71.0	25.0	45.6	17.6
	M+F	260	59.2	29.8	68.8	40.0
7-9	M	196	49.4	28.3	81.6	57.7
	F	180	63.6	41.7	42.8	26.7
	M+F	376	54.0	32.3	63.0	42.8
10-11	M	118	51.9	40.7	89.8	72.9
	F	104	43.4	25.0	51.0	38.5
	M+F	222	49.1	35.7	71.6	56.8
12 & over	M	120	13.1	9.2	89.2	81.7
	F	66	23.1	14.3	59.1	53.0
	M+F	186	15.8	10.5	78.4	71.5

Table 10
UNEMPLOYMENT AND LABOUR FORCE PARTICIPATION
RATES BY CULTURAL/LINGUISTIC GROUPS, B.C.
INDIANS LIVING OFF RESERVES, SUMMER 1971

Cultural/Linguistic Group		n* =	unemployment rate %		participation rate %	
			U1	U2	P1	P2
Interior Salish	M	127	48.6	29.8	85.8	66.1
	F	139	59.1	24.5	47.5	38.1
	M+F	266	52.6	27.7	65.8	51.5
Coast Salish	M	63	31.6	16.3	90.5	77.8
	F	54	55.6	⊗	33.3	31.5
	M+F	117	37.3	13.6	64.1	56.4
Wakashan/Bella Coola	M	129	46.6	24.7	89.9	72.1
	F	103	47.8	12.2	44.7	39.8
	M+F	232	46.9	20.9	69.8	57.8
Carrier	M	94	52.9	39.3	90.4	64.9
	F	92	70.2	42.4	51.1	35.9
	M+F	186	59.1	40.4	71.0	50.5
Tsimshian/Haida	M	111	30.7	18.8	91.0	76.5
	F	85	40.4	17.5	55.3	47.1
	M+F	196	33.8	18.4	75.9	63.8
All Other ϕ	M	23	42.9	31.3	91.3	69.6
	F	11	⊗	⊗	⊗	⊗
	M+F	34	39.3	27.3	80.0	64.7

n* = non-institutional population, age 14 and over.

ϕ = Kootenay, Far Northern, and Chilwhin.

⊗ = sample size too small.

Table 11A
REGRESSION RESULTS: TOTAL MONTHS SELF-SUPPORTING FROM EMPLOYMENT
AS DEPEND VARIABLE

Independent Variables	January 1969 Through Summer 1971			
	Heads of Families, + Age 18 and Over			
	Males, n = 581		Females, n = 239	
	Regression Coefficient	t Statistic	Regression Coefficient	t Statistic
Grade: 5-8	4.849	2.49*	-6.581	0.05
9-11	4.865	2.20*	-1.457	0.49
12+	1.766	0.67	-6.042	1.63
Age: 25-34	5.433	3.80*	1.678	0.85
35-49	5.975	3.41*	0.248	0.10
50+	2.330	1.00	0.172	0.05
Region:				
Lower Fraser	4.194	1.43	-4.885	1.30
North Coast	-3.220	1.64	-0.453	0.15
North Interior	1.321	0.69	-2.798	1.14
South Interior	0.518	0.24	-3.521	1.37
Vancouver Island	0.006	0.00	-1.089	0.46
Okanagan	0.019	0.00	-0.417	0.00
Prison	-5.098	2.16*	1.383	0.29
Occupation Group:				
Man/Prof/Tech.	7.651	3.41*	2.447	0.70
Clerical/Sales	9.950	2.66*	8.418	2.54*
Service/Rec.	9.146	3.19*	8.436	3.33*
Trans./Comm.	8.432	3.71*	na	na
Primary	6.527	3.69*	-2.901	0.43
Production	7.987	3.41*	2.381	0.58
Labour n.e.c.	6.880	2.16*	-6.581	1.15
Self Job Situation:	4.970	3.92*	1.657	0.88
Union Member:	6.136	4.80*	7.891	2.91*
Spouse Working Now:	5.453	2.81*	na	na
Married or Common Law:	0.529	0.41	na	na
Months on Present Job:	-0.004	1.01	-0.001	0.17
"Indianess" Index:	-0.233	0.76	0.284	0.66
Discrimination Index:	0.232	0.42	-.437	0.65
One or More Special Courses:				
Vocational	-0.054	0.04	1.102	0.49
Adult Educ./Upgrading	-0.721	0.33	-3.992	1.39
Academic/Other	3.506	1.10	9.442	1.59
Information Index:	0.111	0.89	0.711	4.04*
Month Dummy:				
June	1.565	0.64	-1.153	0.70
August	1.809	1.39	-0.436	2.54*
September	-2.978	0.91	0.732	3.33*
Constant	-0.476		-7.281	
Coefficient of Determination (R ²)	.368		.369	
Standard Error	12.517		10.573	

ts = too small for inclusion in step wise regression.

+ defined to be single, divorced, widowed or separated females; all males were considered to be heads of households.

* significant at .05 level of confidence or better.

Table 11B
REGRESSION RESULTS: TOTAL MONTHS SELF-SUPPORTING FROM EMPLOYMENT
AS DEPENDENT VARIABLE

January 1969 Through Summer 1971		All Males, n = 593 (non-students)	
Independent Variables	Regression Coefficient	t Statistic	
Grade: 5-8	3.056	2.13*	
9-11	3.519	2.15*	
12+	4.044	2.12*	
Age: 25-34	5.089	4.89*	
35-49	5.654	4.40*	
50+	2.715	1.60	
Region:			
Lower Fraser	1.194	0.51	
North Coast	-4.415	2.06*	
North Interior	-0.788	0.45	
South Interior	-3.076	1.78	
Vancouver Island	0.273	0.15	
Okanagan	-1.693	0.75	
Prison	1.999	0.34	
Self Job Situation:	3.983	4.16*	
Native Job Situation:	0.820	0.95	
Union Member:	4.300	4.42*	
Spouse Working Now:	3.735	2.57*	
Married or Common Law:	1.308	1.36	
Discrimination Index:	-1.975	1.18	
One or More Special Courses:			
Vocational	0.131	0.13	
Adult Educ/Upgrading	-1.699	1.05	
Academic/Other	5.369	2.28*	
Monthly Dummy:			
June	3.086	1.62	
September	-1.871	0.78	
July	-1.400	1.43	
"Occupation Group":			
Labour/Other	6.732	3.86*	
Service	7.228	3.05*	
White Collar	9.064	4.50*	
Blue/Semi-Skilled	11.007	6.00*	
Blue/Skilled	11.419	5.45*	
Blue/Primary	9.153	4.81*	
On Welfare	-0.888	0.54	
Unemployed	5.481	1.70	
Size of Town:			
< 2,500	2.647	1.70	
2,500-9,999	ts		
10,000-24,999	2.627	1.59	

January 1969 Through Summer 1971 Independent Variables	Regression Coefficient	All Males, n = 593 (non-students) t Statistic
25,000-99,999	-0.659	0.40
in prison/travelling	-2.631	0.47
Belong to 1 organization	-0.846	0.82
Belong to 2 organizations	0.463	0.27
Prop. of life on Reserve:	-1.975	1.18
No. of Siblings:	0.021	0.27
Born off Reserve:	0.821	0.65
Months in this Town:	0.0069	1.53
Constant	0.499	
Coefficient of Determination (R^2)	.501	
Standard Error	9.208	

+ * See Footnotes Table 11A

STATISTICAL APPENDIX

LABOUR MARKET BY OCCUPATION

- Client Registrations
- Vacancies Registered

INDUSTRY INDICATORS

- General Economic
- Forestry
- Construction
- Mining
- Trade

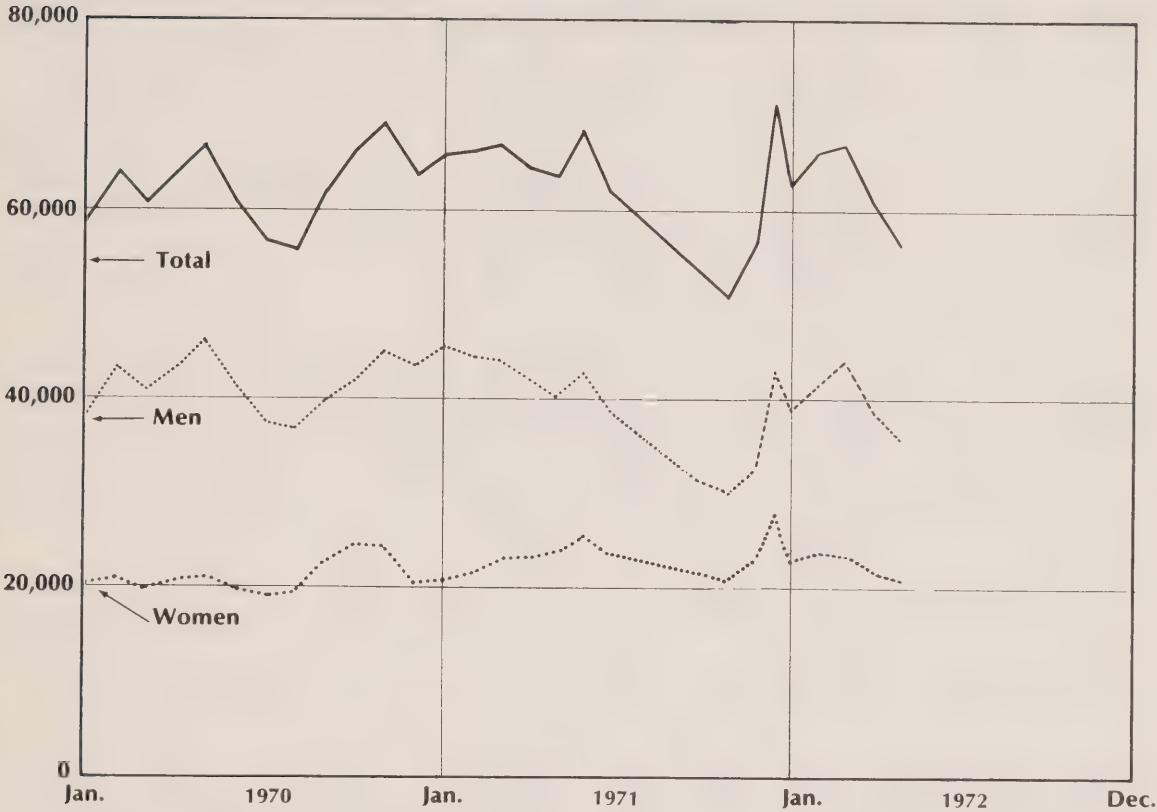
Table A-1
REGISTERED CLIENTS WITHOUT EMPLOYMENT
BY CANADA MANPOWER CENTRE
PACIFIC REGION, APRIL 1972 (MONTH-END)

CMC Area	Clients	CMC Area	Clients
Abbotsford	1,168	Port Alberni	981
Campbell River	1,071	Powell River	770
Chilliwack	2,386	Prince George	2,334
Courtenay	1,265	Prince Rupert	511
Cranbrook	1,538	Quesnel	987
Dawson Creek	904	Terrace	759
Fort St. John	1,075	Trail	1,207
Kamloops	1,809	Vancouver Metro	25,018
Kelowna	1,502	Vernon	1,335
Nanaimo	1,692	Victoria	4,688
Nelson	1,227	Whitehorse	362
Penticton	1,055	Williams Lake	491

Note: Care must be exercised in the use and interpretation of the operational data from Canada Manpower Centres. Statistics on the number of persons registered at CMCs do not constitute an adequate measure of the number of unemployed. The only official measure of unemployment and of the rate of unemployment is from the Labour Force Survey conducted by Statistics Canada.

Source: Department of Manpower and Immigration.

Chart A-1
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION, 1970 - 1972



Source: Department of Manpower and Immigration.

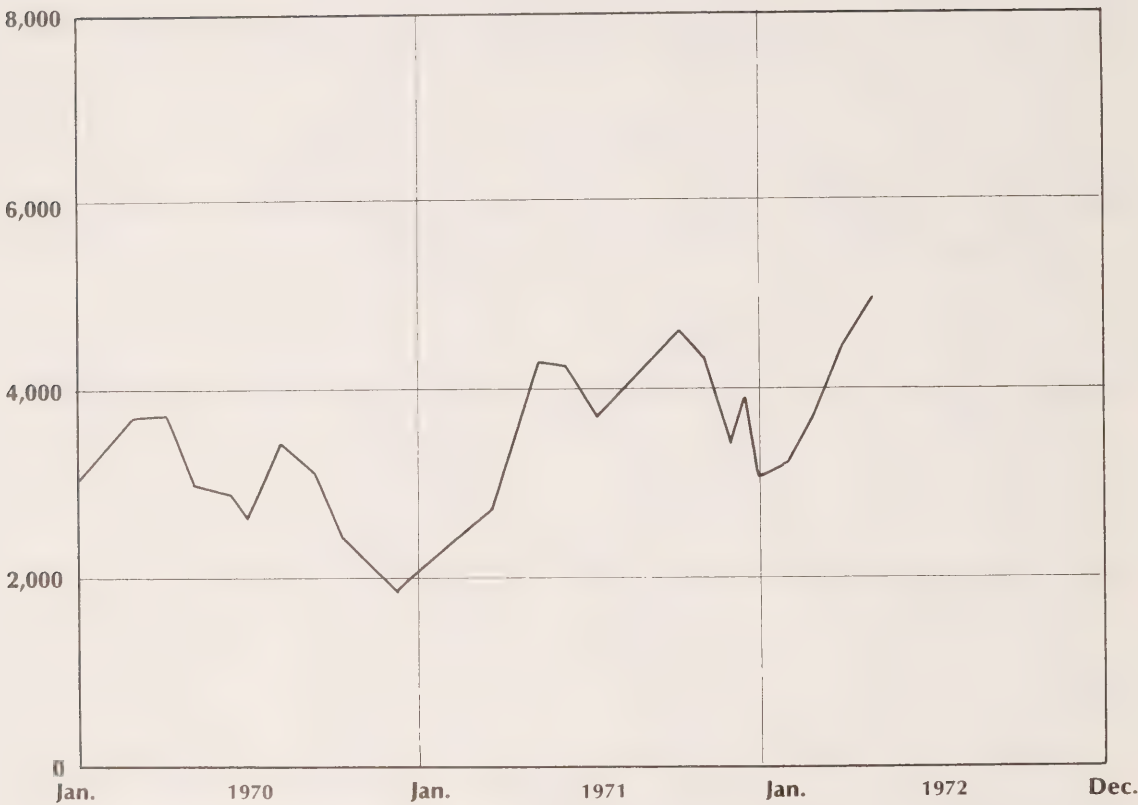
APRIL 1972 (MONTH-END)

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	3,795	10.7	1,358	6.6
Clerical-Sales	3,322	9.4	10,400	50.1
Services	3,116	8.8	5,302	25.6
Farming, Fishing, Forestry and Related	771	2.2	78	0.4
Processing	552	1.6	276	1.4
Machine Trades	2,632	7.4	28	0.1
Bench Work	456	1.3	284	1.4
Structural Work	9,756	27.4	4	-
Miscellaneous	7,809	22.0	571	2.8
Not Specified*	3,221	9.2	2,404	11.6
Total	35,430	100.0	20,705	100.0

* Includes Students

Source: Department of Manpower and Immigration.

Chart A-2
MONTH-END VACANCIES
PACIFIC REGION, 1970 - 1972



Source: Department of Manpower and Immigration.

APRIL 1972 (MONTH-END)

	Total Vacancies	
	Number	%
Professional, Technical and Managerial	499	10.1
Clerical-Sales	1,324	26.9
Services	1,441	29.3
Farming, Fishing, Forestry and Related	135	2.7
Processing	78	1.6
Machine Trades	342	6.9
Bench Work	198	4.0
Structural Work	477	9.7
Miscellaneous	402	8.2
Not Specified	28	0.6
Total	4,924	100.0

Source: Department of Manpower and Immigration.

Table A-2
GENERAL ECONOMIC INDICATORS — BRITISH COLUMBIA

				Percent Change	
* EARNINGS AND HOURS WORKED	Unit	Latest Month	Amount	Previous Month	Latest Month 71/72
Wages and Salaries	\$ per week	March	162.47	+ 1.6	+10.3
Average Earnings	\$ per hour	March	4.27	- 0.5	+ 8.1
Average Hours	Number	March	39.0	+ 3.2	+ 3.2
PRODUCTION					
Value of Factory Shipments	\$'000	April	373,100	- 4.6	+12.9
Lumber Sawn	M.f.b.m.	March	901,100	+13.1	+12.3
Paper Production	Tons	March	192,300	+ 7.5	+14.9
Pulp Production	Tons	March	450,200	+ 9.3	- 2.9
Fish Landed	\$'000	April	1,579	-22.9	+33.7
INTERNAL TRADE					
Retail Sales	\$'000	March	278,600	-	+20.8
Electric Power	Million kwh	March	2,632	+ 2.3	+ 5.4
Sales of Life Insurance	\$'000	March	94,010	+ 1.4	+ 7.9
Gasoline Consumed	'000 gal	March	52,200	+12.5	+ 7.6
Tourist Permits	Number	March	73,500	+33.4	+10.7
CONSTRUCTION					
Building Permits	\$'000	March	83,400	+19.8	+54.4
Housing Starts	Units	April	2,604	+21.3	+53.8
Housing Completions	Units	April	1,090	-40.6	+47.1
EXTERNAL TRADE					
Exports through B.C. Ports	\$'000	March	248,800	- 3.1	- 6.6
Imports through B.C. Ports	\$'000	March	169,900	+31.6	+21.1
INDEXES					
Vancouver Consumer Price Index	Index	April	131.6	+ 0.7	+ 4.4
B.C. Index of Employment (Industrial Composite)	Index	March	146.8	+ 1.9	+ 6.1

*Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

Source: Statistics Canada, Ottawa.
Bureau of Economics and Statistics, Victoria.

Table A-3
ECONOMIC INDICATORS — B.C. FOREST INDUSTRY

					Year to Date	
	Unit	Latest Month	Amount	Change 71/72 %	Amount	Change 71/72 %
PRODUCTION						
Timber Scaled	M.cu.ft.	March	197,100	+ 6.4	476,500	+ 4.0
Lumber Sawn	M.f.b.m.	March	901,100	+12.3	2,415,300	+15.8
Plywood Production	M.sq.ft. ^{3/8"}	February	104,758	+10.0	322,176	+12.7
Paper Production	Tons	March	192,300	+14.9	545,500	+11.9
Pulp Production	Tons	March	450,200	- 2.9	1,227,300	- 3.2
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	October ^(P)	200.66	+ 9.1		
Saw, Shingle and Planing Mills	\$ per week	October	169.05	+16.4		
Veneer and Plywood Mills	\$ per week	October	159.70	+20.1		
Pulp and Paper Mills	\$ per week	October	205.37	+11.6		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	October	4.29	+15.0		
Veneer and Plywood Mills	\$ per hour	October	4.31	+15.5		
Pulp and Paper Mills	\$ per hour	October	4.96	+14.3		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	October	38.2	+ 3.0		
Veneer and Plywood Mills	Hours	October	35.8	+ 6.2		
Pulp and Paper Mills	Hours	October	39.6	- 1.3		
EMPLOYMENT INDEX (1961 = 100)						
Forestry	Index	October	137.6	+11.1		
Saw, Shingle and Planing Mills	Index	October	128.4	+12.1		
Veneer and Plywood Mills	Index	October	120.7	+ 5.2		
Pulp and Paper Mills	Index	October	163.9	- 1.0		

(P) Preliminary

Source: Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Man-Hours and Hourly Earnings, Statistics Canada, 72-003.
Bureau of Statistics, Victoria.

Table A-4
ECONOMIC INDICATORS — B.C. CONSTRUCTION

	Unit	Latest Month		Change 71/72 %	Year to Date	
		Latest Month	Amount		Amount	Change 71/72 %
Building Permits	\$'000	March	83,400	+54.4	187,500	+28.5
Housing Starts	Units	April	2,604	+53.8	7,544	+24.1
Housing Completions	Units	April	1,090	+47.1	6,535	+35.0
AVERAGE WAGES AND ALARIES						
Building	\$ per week	October ^(P)	231.87	+18.9		
Engineering	\$ per week	October	270.36	+10.6		
AVERAGE EARNINGS						
Building	\$ per hour	October	6.43	+16.5		
Engineering	\$ per hour	October	6.53	+11.1		
AVERAGE WEEKLY HOURS						
Building	Hours	October	36.3	+ 2.5		
Engineering	Hours	October	42.2	— 0.4		
EMPLOYMENT INDEX (1961 = 100)						
Building	Index	October	223.5	+17.0		
Engineering	Index	October	123.5	— 3.3		

(P) Preliminary

Source: Building Permits, Statistics Canada, 64-001.
Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Man-Hours and Hourly Earnings, Statistics Canada, 72-003.
Canadian Housing Statistics, C.M.H.C.

Table A-5
ECONOMIC INDICATORS — B.C. MINING INDUSTRY

PRODUCTION OR SHIPMENTS	Unit	Latest Month		Change 71/72 %	Year to Date	
		Latest Month	Amount		Amount	Change 71/72 %
Copper Shipments	'000 lbs	February	27,155	+39.0	44,358	+10.6
Molybdenum Shipments	'000 lbs	February	2,298	- 7.9	3,607	-24.9
Lead Shipments	'000 lbs	February	14,244	-29.6	35,736	-14.3
Zinc Shipments	'000 lbs	February	15,254	-32.2	44,262	+26.4
Crude Oil Production	'000 bbl	February	1,950	- 1.6	3,955	- 3.2
Natural Gas Production	M.cu.ft.	February	38,840	+57.1	79,847	+36.1
* EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	October ^(P)	199.54	+ 8.9		
Average Earnings	\$ per hour	October	4.82	+10.6		
Average Weekly Hours	Hours	October	40.2	- 3.4		
* EMPLOYMENT INDEX (1961 = 100)	Index	October	153.7	+ 2.6		

* Earnings and Hours Worked and the Employment Index are for mining including milling.

Source: Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Man-Hours and Hourly Earnings, Statistics Canada, 72-003.

Table A-6
ECONOMIC INDICATORS — B.C. TRADE

TRADE	Unit	Latest Month		Change 71/72 %	Year to date	
		Latest Month	Amount		Amount	Change 71/72 %
Exports through B.C. Ports	\$'000	March	248,800	- 6.6	729,400	+ 6.6
Imports through B.C. Ports	\$'000	March	169,900	+21.1	421,600	+36.8
Exports through Vancouver	'000 tons	March	2,848	+10.7	7,143	+ 4.7
Imports through Vancouver	'000 tons	March	668	+15.0	1,854	+21.3
Retail Sales	\$'000	February	278,600	+20.8	557,400	+16.2
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	October ^(P)	156.78	+10.9		
Retail	\$ per week	October	110.90	+10.9		
EMPLOYMENT INDEX (1961 = 100)						
Wholesale	Index	October	145.7	+ 4.2		
Retail	Index	October	164.5	+ 3.3		

(P) Preliminary

Source: Retail Trade, Statistics Canada, 63-005.
Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	33827 South Fraser Way	853-1112
Ashcroft	402 Brink Street	453-2221
Burnaby	4940 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	115 Yale Road East	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-5877
Duncan	250 Craig Street	748-8111
Fernie	692 Second Avenue	423-6621
Fort St. John	10071 — 101st Avenue	785-6166
Fort Nelson	P.O. Box 596, Sikinni Building	774-2727
Hope	777 Fraser Street	869-5722
Houston	P.O. Box 730	845-2934
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Mission City	7100 Horne Avenue	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	138 West Third Avenue	624-6971
Princeton	Bridge & Kinley Street	295-3934
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	563 Number 3 Road	273-6431
Surrey	13655 - 104th Avenue	588-5981
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253

CANADA MANPOWER CENTRES — PACIFIC REGION

Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	545-2125
Victoria	1415 Vancouver Street	385-6711
Whitehorse	101 Federal Building	667-4238
Williams Lake	Old Federal Building, 153 Borland Street	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Second Floor, 549 Howe Street	666-1931
Vancouver	King Edward Centre, 961 West 12th Avenue	731-4614
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Vocational Institute, 250 West Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

MANPOWER INFORMATION AND ANALYSIS BRANCH

Districts Economists

Kamloops	North-Central District	372-2584
	Suite 203 - 611 Lansdowne Street	
Kamloops	Okanagan-Kootenay District	
	Suite 203 - 611 Lansdowne Street	372-2584
Vancouver	Vancouver Island District	
	1444 Alberni Street	666-1134
Vancouver	Metro Vancouver District	
	1444 Alberni Street	666-1133

Regional Economist

Vancouver	1444 Alberni Street	666-1135
Vancouver	Assistant Regional Economist	
	1444 Alberni Street	666-1131

CANADA IMMIGRATION CENTRES — PACIFIC REGION

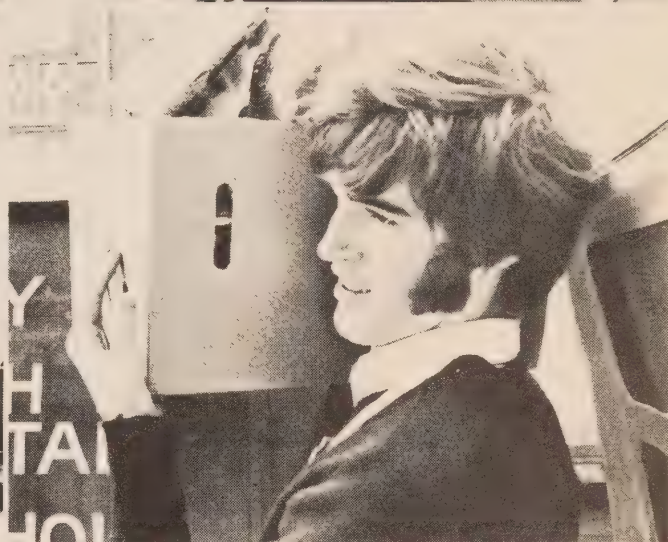
Aldergrove	Aldergrove	856-8743
Dawson Creek	Federal Building, 1005 — 104th Avenue	782-5877
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	10th Floor, 235 First Avenue	372-2515
Kingsgate	Kingsgate	424-5424
Nanaimo	P.O. Box 219, 75 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6231
Sidney	P.O. Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3627

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
-----------	---	----------

* * * * *

Take a good look around



Students can do all kinds of jobs for you.

Hire a student this summer.

Contact your nearest Canada Manpower Centre
or special Student Placement Office



Canada
Manpower
Centre

Centre de
Main-d'œuvre
du Canada

Manpower and Immigration
Bryce Mackasey, Minister

Main-d'œuvre et Immigration
Bryce Mackasey, Ministre

**IN CANADA *MORE THAN*
350 OFFICES *TO SERVE YOU!***

☆ *FOR THE JOB YOU WANT FILLED*

☆ *FOR THE JOB YOU WANT*

CANADA MANPOWER CENTRES

offer

☆ **A comprehensive Labour Market
Consultation Service for all
employers in Business, Industry
and the professions**

☆ **A Career Counselling, Training
and Placement Service for all
job seekers**

CANADA MANPOWER CENTRE

CANADA IMMIGRATION CENTRE

DEPARTMENT OF MANPOWER AND IMMIGRATION

**Hon. Bryce Mackasey
Minister**

manpower review

pacific region



Manpower
and Immigration

Main-d'œuvre
et Immigration



MI12

MI5

feature article:
indians - urbanization

July-August-September 1972 (Vol. 5 No. 3)

The Manpower Consultative Service

A PRODUCT OF OUR TIMES



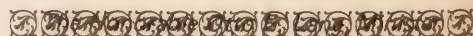
Automation, technological and other industrial changes frequently make it necessary for Canadian workers to participate in difficult and far-reaching adjustment programs in order to fit themselves for new conditions of employment.

In such circumstances the Manpower Consultative Service of the Department of Manpower and Immigration is available to encourage and assist labour and management in the development of manpower adjustment programs.

The Manpower Consultative Service is based on the concept that government, labour and management must co-ordinate their efforts in applying both private and public measures to solve manpower adjustment problems.

An effective manpower adjustment program, planned well in advance, paves the way to a new working arrangement and ensures that the transition will be made with a minimum of discomfort for both employers and employees.

Department of Manpower and Immigration



PACIFIC MANPOWER REVIEW

JULY — AUGUST — SEPTEMBER, 1972

Department of Manpower and Immigration
Manpower Information and Analysis Branch
Pacific Region Office

Foreword

The **Pacific Manpower Review** is published quarterly by the Manpower Information and Analysis Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

REGIONAL ECONOMIST,
DEPARTMENT OF MANPOWER AND IMMIGRATION,
1444 ALBERNI STREET,
VANCOUVER 5, BRITISH COLUMBIA.

L. S. McGill
Director General

S. L. Young
Regional Economist

TABLE OF CONTENTS

THE LABOUR MARKET	3
Employment and Unemployment	3
DISTRICT DEVELOPMENTS	4
Metro Vancouver District	4
Vancouver Island District	4
Okanagan-Kootenay District	5
North-Central District	7
CMC, Whitehorse	8
JOB VACANCY SURVEY	10
B.C. INDIANS — URBAN ENVIRONMENT	11
CANADA MANPOWER CENTRES	34
CANADA IMMIGRATION CENTRES	36

Table 1
POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA

	August 1972	July 1972	August 1971	Change August 71/72 %
	(Estimates in Thousands)			
POPULATION (14 and over)				
Men	826	824	798	+ 3.5
Women	833	830	804	+ 3.6
Total	1,659	1,654	1,602	+ 3.6
LABOUR FORCE				
Men	661	662	639	+ 3.4
Women	317	333	299	+ 6.0
Total	978	995	938	+ 4.3
EMPLOYED				
Men	617	613	608	—
Women	299	313	279	+ 7.2
Total	916	926	887	+ 3.3
Non-Agriculture	892	895	856	+ 4.2
Agriculture	23	32	31	—
UNEMPLOYED				
Men	44	49	31	+ 46.7
Women	18	20	20	—
Total	62	69	51	+21.6
	%	%	%	
UNEMPLOYMENT RATE	6.3	6.9	5.4	—
*PARTICIPATION RATE				
Men	80.0	80.3	80.1	—
Women	38.1	40.1	37.2	—
Total	59.0	60.2	58.6	—

* Labour Force as percentage of population 14 years of age and over.

Source: The Labour Force, Statistics Canada, 71-001.

INTRODUCTION

In the Second Quarter edition of the Pacific Manpower Review, the feature article was entitled Unemployment and Labour Force Participation Rates of B.C. Indians Living Off Reserves. Considerable interest was voiced and this edition is largely devoted to a further paper, B.C. Indians in an Urban Environment: Income Poverty, Education and Vocational Training, by the same authors (W.T. Stanbury, D.B. Fields and D. Stevenson). In view of the length of this article, other regular sections of the Review have been compressed for this particular edition.

THE LABOUR MARKET

Following settlement of the major strikes affecting construction and forestry and the back-to-work order for longshoring, the back-log of work has triggered vigorous labour market conditions and shortages of skilled personnel are numerous. The District Developments Section elaborates more specifically on those occupations in demand in the Districts, while the review on Job Vacancy Survey data lists the 35 occupational vacancies most in demand on a regional basis.

Employment and Unemployment

The latest available data from the Labour Force Survey applies to August, and compared to a year ago the employment gain was about 30,000 new jobs, a 3.3 per cent gain. August employment of 916,000 was divided 617,000 males and 299,000 females.

Unemployment of 62,000 represented an unemployment rate of 6.3 per cent, a reduction from July's 6.9 per cent but substantially higher than in August 1971 (5.4 per cent). On a seasonally adjusted basis the rate of unemployment at 7.7 per cent in August of this year was a full percentage point higher than in August 1971.

On the 12 month employment gain, service producing industries gained nearly 20,000 new jobs and goods producing industries 10,000 jobs. About 14,000 of the growth in services fell to Community, Business and Personal Services.

DISTRICT DEVELOPMENTS

Metro Vancouver District

Three major strikes affecting construction, forestry and port activity disrupted Metro Vancouver's labour market through most of the summer. Vancouver's unemployment rate, which rose to 9.5 per cent in June, showed moderate declines only, to 7.9 per cent in July and 7.5 per cent in August. In contrast the August unemployment rate for B.C. as a whole was 6.3 per cent of the labour force. This trend closely follows the pattern of 1970 when a similar situation prevailed.

Settlements of these three major disputes left a considerable backlog of construction work, unfilled orders for manufactured wood products and freight to move through the Ports of Vancouver and New Westminster. Job vacancies registered by employers during August reflected this surge of activity, increasing more than 20 per cent above last year's total for the month. September, as a result, should show a lower level of unemployment and barring further disruption the favourable effect on employment should carry well into the last quarter of the year.

During the third quarter, retail trade and tourist-related services provided the strongest support with the largest number of registered vacancies. Most of the jobs were for the season only and many were filled by students. Particularly, in these industries as well as wood products manufacturing, metal fabricating and construction, vacancies arose by the need to replace students returning to school.

As industrial activity returned to more normal levels, hard-to-fill vacancies became more numerous over a broad range of skilled trades. September's total of occupations in persistent short supply was more than double last year. Although many out-of-town construction, mining and logging vacancies were largely responsible for the increase, these were handled by Metro Vancouver offices. Demand is strong for heavy duty mechanics, heavy equipment operators, electricians, millwrights, carpenters, sheet metal workers and welders. In Metropolitan Vancouver the principal shortages are for secretaries, stenographers, clerk-typists, cooks, waiters, waitresses, domestics, hairdressers and sewing machine operators. Among the professional, technical and managerial occupations General Duty and Psychiatric Nurses represent the major shortages.

Vancouver Island District

A slight reduction in unemployment occurred in the Vancouver Island District during the third quarter of 1972; the unemployment rate in August stood at 6.2 per cent compared to an average of 6.9 per cent in the previous quarter. However, this easing in unemployment was achieved mainly at the expense of active participation in the labour market. Only 50.9 per cent of the Vancouver Island population over 14 years of age were in the labour force in August; this compares with a second quarter average of 52.7 per cent. In August the British Columbia participation rate was 59.0 per cent, substantially higher than the District rate, while the provincial unemployment rate was virtually the same.

The continued strike action by fallers, even after contract agreement was reached by the main body of the International Woodworkers of America, delayed resumption of much of the forestry sector's logging activities, and several short-term lay-offs in sawmills were caused by extreme log shortages. Employment in this sector returned to more normal levels during September; and at this time acute shortages of fallers were reported. This shortage situation is expected to expand to other logging occupations within the next few months.

The delays in resumption of work in the construction industry has also led to a back-log of work on hand at the end of the quarter. However, in this sector there is an ample supply of persons available for work.

After a late start to the season because of adverse weather, tourism has been reported at record levels, again this year, while road extensions built over the past year have opened up many less well known areas to tourist traffic.

Although the employment effect has been considerable, especially for students requiring temporary jobs, this tourist boom has not had a sufficient effect on the District economy to outweigh the loss of income from the forestry sector. Trade and other service industries have therefore been unable to maintain the expansionary trends noted in earlier quarters.

Shortages in the District are concentrated in the following occupations: experienced millwrights, pipefitters and instrument mechanics for pulp mills; also required are hairdressers, housekeepers, real estate and insurance salesmen. Considerable surpluses exist in clerical and structural occupations throughout the District.

Okanagan-Kootenay District

During the past year the District's population, presently estimated at almost 375,000, rose by approximately 21,000, equivalent to a growth rate of 6 per cent per annum, well above the 3.6 per cent annual rate recorded in the period 1966 to 1971. However, there was a wide spread in the rate of growth throughout the District, ranging from a high of approximately 10 per cent in the Central Okanagan and Greater Kamloops areas to about 7.5 per cent in the East Kootenays, 4.5 per cent in the North Okanagan and down to approximately 2 - 3 per cent in the West Kootenays and South Okanagan-Boundary areas.

The labour force increased at an even faster pace during the past 12 month period. Preliminary estimates indicate that it rose to over 145,000, up about 11,000 since the same period last year, equivalent to a growth rate of approximately 8 per cent per annum. An equally rapid expansion in employment during the past year was not sufficiently large to appreciably reduce the level of unemployment, estimated at approximately 5.5 per cent for the two Interior districts of the Province during the summer months of 1972. However, this rate was still about one per cent below that recorded for the province, indicating relatively greater strength in the economy of the Interior region of British Columbia during this period.

Negotiation of new contracts in the construction, forest, mining and smelting industries highlighted developments on the District's employment scene during the third quarter of 1972. Wage settlements ranged from 15 per cent up to 24 per cent above prevailing base rates, spread over a two year period. Renewal of agreements in these key industrial sectors should provide overall stability to economic and employment conditions in the District until mid-1974.

Buoyant economic conditions continued to prevail in the District during the current three month period, spearheaded by a very high level of activity in lumber manufacturing, logging and construction, especially residential building. Harvesting of Okanagan tree fruit crops, together with the seasonal growth in tourism and increased production levels at the recently opened Fording, Similkameen and Lornex mining operations, added further strength to the District's economy.

The high level of performance in the economy was reflected in substantially increased employment activity at the District's Manpower Centres during the current quarter. Vacancies listed by employers at the various offices during July and August, excluding seasonal farm labour, totalled 6,674 up from 5,033 and 4,321 for the same two months of 1971 and 1970, respectively. Substantial gains occurred in all major industry classifications, spearheaded by a sharp rise in the Personal Services sub-sector, reflecting a higher level of travel activity during the current summer period. In the Agricultural sector, increased tonnages of Okanagan tree fruit crops created over 4,000 job opportunities during the July-August period, almost sixty per cent above the level of the two previous years for these two months.

The number of hard-to-fill vacancies listed at Manpower Centres in the District during July and August 1972 was well above the 1971 level, being concentrated in the medical, clerical, service, maintenance and structural occupations. Persistent shortages were most numerous for registered nurses, bank clerical personnel, waitresses, cooks, licensed hairdressers and cosmetologists, domestic help, automotive and heavy duty mechanics, millwrights, maintenance electricians and heavy equipment operators.

The strong performance of the District's major industries is expected to carry on into the fourth quarter. As in the past years, the seasonal slowdown in the hospitality, construction, agricultural and fruit packing and processing industries can be expected to occur by December.

A continued high level of residential building should persist until year-end, spearheading economic activity in the District during the final months of 1972. Several new major residential developments are scheduled to be under way by year-end. In the Kamloops area alone, work is expected to start on five or more large parcels of property embracing over 5,000 acres. Numerous commercial, institutional, highway and public works projects, either presently under construction or scheduled to commence later in the year, will add further strength to the District's economy.

In addition two new major industrial projects are expected to be underway by December. Crown Zellerbach Canada Ltd. will be spending \$25 million on construction of new manufacturing plants at Kelowna and Armstrong and for renovation of their

existing sawmill at Lumby. Initially over 100 men will be employed on construction, increasing eventually to approximately 400 workers. At Kimberley, Cominco has indicated that it will probably now proceed with the conversion of their iron and steel production facilities to a copper smelter at an estimated cost of \$12 million. A total of 250 workmen will be required for this 12 - 14 month undertaking, commencing with a crew of 50 - 60 skilled construction tradesmen in October.

North-Central District

During the third quarter unemployment for the District approximated the level of the same period last year. The number of unemployed clients registered with CMC's fell by 18 per cent from July to August. Concurrently, the number of vacancies notified to the CMC's by employers rose by about 20 per cent. Part of this change is seasonal, experienced annually as students withdraw from the labour force. However, underlying this seasonal change is a general strengthening of employment in the District.

Over the quarter several factors had negative impacts on employment in the North-Central District. In the forestry and wood products manufacturing sectors poor weather early in the quarter reduced log supplies to northeastern mills. On the coast, the I.W.A. dispute and the wildcat strike of fallers forced the Columbia Cellulose sulphite pulp mill at Prince Rupert to close for four weeks owing to log shortages. It re-opened July 20th. In the mining sector, Westfrob Mines at Tasu laid off 96 men in July when the Japanese Seamen's strike prohibited delivery of the mine's output to market. This layoff was terminated on August 11th. The strike of longshoremen reduced activity at the port of Prince Rupert, and caused exporters of primary resources to stockpile output.

Stimulation of employment during July, August, and September stemmed from both seasonal and long term factors. The seasonal inflow of tourists resulted in shortages of personnel in the hospitality sector throughout the District. Termination of the construction dispute released a pent-up demand that supplemented the normal seasonal increase of construction activity and produced a shortage of qualified tradesmen. Experienced fallers and heavy equipment operators are in short supply as the forest industry attempts to replenish depleted log inventories and build up reserves for winter wood products production. The persistent shortage of qualified millwrights prompted a major pulp and paper manufacturing to recruit overseas. In the service sector the demand for journeymen auto mechanics, autobody men and heavy duty mechanics remains unsatisfied.

The outlook for employment over the next quarter is dominated by the seasonal decline in work opportunities experienced annually during the fourth quarter. The seasonal decline should be moderated somewhat this year by continued construction activity and by strong demand for logs and wood products. The demand for logs is sustained by high demand for lumber and growing demand for pulp, and by earlier depletion of log inventories. If poor weather halts logging, it is possible that District mills will again deplete log reserves. Disruption from industrial dispute is unlikely however, as major firms have reached agreement with the Interior I.W.A.

Highlights of the District's outlook over a longer term include the development

of the port of Prince Rupert, the probability of coal extraction south of Dawson Creek, and the proposed road and rail extensions in the north. The rapid growth of the District's labour force will continue to act as a restraint on optimism about the labour market.

CMC Whitehorse

Continued strong growth of the Yukon economy was augmented by the seasonal expansion of the construction and service sectors over this quarter. As a result, the number of unemployed clients registered with the CMC was reduced to two thirds the number registered in the same period last year, and to approximately one half the number registered in the previous quarter. Although job vacancies notified by employers to the CMC exceed those reported during the third quarter of 1971 by over 40 per cent, there has been little change from the experience of April, May, and June of this year.

Construction activity increased sharply, surpassing expectations expressed early in the season. Building permit values for the City of Whitehorse reached \$6.9 million by the end of August, an increase of 80 per cent over the total recorded in 1971. The previous record year was 1969, with \$5.7 million construction in Whitehorse. Institutional construction accounts for 41 per cent of this year's building permits; 29 per cent to residential construction; and 24 per cent to commercial construction. The construction sector should continue as a major source of employment as several large projects are underway. Construction of the Whitehorse Junior High school (\$1.2 million), the Territorial Capital building, and expansion of hotel-motel facilities will continue into the next quarter.

Direct expenditures by tourists could add \$20 million to the Yukon economy this year. The impact of tourism on employment is heavily concentrated in the second and third quarters. This seasonal impact was heightened by substantial growth over activity last year. (Early estimates indicate that highway traffic might be up 30 per cent over the previous year.) The labour market was incapable of fully meeting the demand for cooks, waitresses and chambermaids, in spite of increased registration of students seeking employment. Jobseekers' lack of experience in the hospitality industry, and employers' offers of low starting pay and, in many cases, of isolated places of employment, served to aggravate the situation. Withdrawal of students from the labour force increases the imbalance until tourist flows decline sharply in late September.

The other recurrent shortages experienced in the service sector were for clerical and sales staff. Again, an imbalance between qualifications demanded and pay offered by employers, and the experience offered and pay demanded by clients was a major factor contributing to the shortages.

In the mining sector, employment has remained relatively stable. The proposed shutdown of the Hudson Yukon Wellgreen Mine at Quill Creek in early 1973 will release about 110 employees. The impact of this closure should be largely offset by expansion of the Whitehorse Copper operation. The outlook is for continued relatively stable levels of employment in this sector.

For the fourth quarter, the seasonal decline in tourism and in construction activity should be partially offset by the annual outmigration of transient workers. Seasonal unemployment problems should be alleviated by continuation of Local Initiatives Programs and Training on the Job Programs scheduled to start December 1.

JOB VACANCY SURVEY — 2ND QUARTER, 1972

In Canada, 46,400 jobs, on an average, were vacant and available immediately for full-time employment in the second quarter of 1972. This was about 12,700 or 38 per cent more than in the same quarter of 1971.

Pacific Region recorded about 10 per cent of total vacancies, with 4,400 job vacancies, on an average, immediately available for full-time employment. This compares with 4,900 vacancies in the first quarter and is about 18 per cent lower than in the second quarter of 1971 (5,300).

The decrease in demand of some 900 jobs was confined almost entirely to the Blue-Collar occupations and was about evenly distributed between the Goods — Service-Producing industries. Some 1,600 vacancies were longer term, i.e. of one month or more in duration.

The 35 occupations most in demand in Pacific Region for the 2nd quarter of 1972 are listed below but not in ranking order.

Professional, Technical & Managerial

Registered Nurse
Medical & Dental Technician
Nurse, Licensed Practical

Clerical & Sales

Secretary
Stenographer
Typist
Clerk-Typist
Bookkeeper
Cashier, Teller
Clerk, General Office
Stock Clerk
Receptionist
Miscellaneous Clerk, N.E.C.*
Salesman, Real Estate & Insurance
Sales Clerk

Services

Waiter
Chef & Cook
Kitchen Work
Hairdresser
Nurse, Practical
Nurse Aid
Guard

Processing

Baker
Cannery Worker

Machine Trades

Mechanic, Motorized Vehicle
Mechanic, Engine

Bench Work

Repairman, Clock & Watch
Tailor and Dressmaker

Structural Work

Automobile-Body Repairman
Painter (construction)
Carpenter

Miscellaneous

Truck Driver, Heavy
Automobile-Service-Station Attendant
Lumber piler
Faller (logging)

* N.E.C. — Not Elsewhere Classified

B.C. INDIANS IN AN URBAN ENVIRONMENT: INCOME, POVERTY, EDUCATION AND VOCATIONAL TRAINING

W.T. Stanbury, D.B. Fields, and D. Stevenson.

W.T. Stanbury is Assistant Professor and D.B. Fields is Professor in the Faculty of Commerce and Business Administration, University of British Columbia. D. Stevenson is Assistant Professor of Anthropology, University of Victoria. The authors gratefully acknowledge the substantial financial assistance of the Donner Canadian Foundation which made this study possible. We are indebted to Jay H. Siegel for supervising the coding of the data and to Ken Waldie for computer programming.

Introduction

The intent of the following paper is to report some of the results of a major survey of B.C. Indians living in an urban environment. It is an attempt to fill a significant gap in our knowledge of Canada's native population since virtually all research has been devoted to the study of Indians living on reserves.¹

In an earlier paper we presented data measuring the unemployment and labour force participation rates of legal or status B.C. Indians living off reserves in the summer of 1971.² In this paper we will present data on the distribution of income (both total income and income from employment) and the poverty rate as measured by a sample of 1,095 Indians, age 16 and over, living in selected towns of population of 500 or more in British Columbia. In addition we will describe the level of education and the nature of vocational (and other) training acquired by B.C. Indians living off reserve. In a subsequent paper we will analyze in detail the occupations, methods of finding jobs, knowledge of labour market institutions and the labour force mobility of our sample.

In British Columbia the proportion of Indians not living on reserves has increased rapidly in the past decade. Between 1962 and 1972 the proportion of the total Indian population living off reserves has increased from 14.2% to 33.5%. During this period the total Indian population of B.C. grew at an average annual rate of 2.5% while that of the off-reserve population grew at an average annual rate of 12%.³

Table 1
Distribution of Respondents (B.C. Indians Living
Off Reserves) by Region and Size of Town

Size of Town	Region									Total
	Lower Fraser Valley	Metro Vancouver	North Coast	North Interior	South Interior	Prison	Vancouver Island	Okanagan	Travelling	
less than 2,500	9	—	22	67	41		20	15		174
2,500-9,999	23	—	—	33	78		54	11		199
10,000- 24,999	2	—	109	9	—		75	52		247
25,000- 99,999	11	—	—	62	29		41			143
100,000 & over	—	266	—	—	—		—			266
not applicable						61	—	1	4	66
Total	45	266	131	171	148	61	190	79	4	1095
Male	23	171	75	82	63	53	88	42	4	601
Female	22	95	56	89	85	8	102	37	0	494

To reduce the length of this paper we will not repeat the discussion of the methodology employed in designing the sampling procedure, actually obtaining the sample in the field and the objectives of the questionnaire.⁴ However a brief description of a number of dimensions of the sample obtained may be useful. Table 1 records the number of persons in the sample by region and by size of town of residence in the summer of 1971.⁵ Of the total sample 16% resided in towns of less than 2,500 population, 18% in towns of between 2,500 and 9,999, 23% in towns of 10,000 to 24,999 persons, 13% in towns of 25,000-99,999, and 24% of the sample lived in Vancouver (100,000 and over). In addition 6% of the sample were inmates of prisons. Some 4% of the total sample lived in the Lower Fraser Valley, 12% lived in the North Coast Region (primarily in and around Prince Rupert), 16% lived in the Northern Interior, 14% in the Southern Interior, while 17% lived on Vancouver Island and 7% lived in the Okanagan. Because of budgetary limitations we could not collect interviews north of Ft. St. James, in the Queen Charlotte Islands or on the north-west coast of Vancouver Island. The Kootenay region was also omitted because of the very small Indian population living off reserve. As can be ascertained from the bottom of Table 1, some 55% of the total sample were male. If we omit those in prison, only 53% of the sample were male.

Table 2 distributes the total sample by age and marital status. As we were interested in the "economically active" segment of the Indian population we instructed our interviewers to contact persons between the ages of 16 and 65. Some 54% of our sample is in the age cohort 16-29 years, which is about five percentage points above the proportion of the total B.C. Indian population aged 16 and over living off reserves in January 1971.⁶

Of our sample 35% was aged 30-49 years and just over 10% was 50 years of age or older. Only 8 persons of the sample of 1,095 were aged 65 or over. With respect to marital status 36.7% of the persons interviewed were single and 36.5% were married. Some 8.5% indicated they were living in a common-law relationship. We note that three-quarters of those living in a common-law relationship were females. This should not be too surprising when we consider the consequences which ensue from the marriage of a legal or status Indian woman to a non-Indian. The Indian woman loses her status, i.e., she is no longer a registered Indian under the Indian Act. The children of such a marriage are not legal Indians.⁷ Only 1.5% of our sample were divorced but 10.3% were separated. An additional 6.5% of the persons in our sample were widowed.

Our analysis of the Band Lists for the total 1971 off reserve population, age 15 years and over, indicated that 30.8% were married, 44.3% were single, 11.4% were unwed mothers, 5.4% were widowed, 7.5% were separated and only 0.6% were divorced.

While 32.5% of B.C.'s Indian population of 47,888 lived off reserve as at January 1, 1971, only 13.8% of our sample indicated that at the time of their birth their parent's home was not on the reserve.⁸ Only 6% of the sample indicated that they had never lived on a reserve for more than one month.

Table 2
Distribution of Respondents (B.C. Indians
Living Off Reserve) by Age and Marital
Status

Age	Marital Status						Total
	Separated	Married	Widowed	Divorced	Common Law	Single	
16-29	27	163	6	2	49	347	594
30-49	66	193	26	13	40	49	387
50 & over	20	44	39	1	4	6	114
Total	113	400	71	16	93	402	1,095
Male	50	238	31	11	23	248	601
Female	63	162	40	5	70	154	494

Table 3 is a cross tabulation of respondents by months living in the town of interview and months since lived on a reserve for one month or more. We found that 18% of our sample had lived in the town of interview from 1 to 4 months, and 15% had lived there 5-12 months.⁹ Some 28% had lived in the town of interview from one to four years. For 10 years or more, 16% had lived in the town interviewed. For 9.3% of our sample, it had been from one to four months since they had lived on a reserve for at least one month. For 78%, they had not lived on the reserve for more than four years. Additional details can be found in Table 3.

Table 3
Distribution of Respondents (B.C. Indians
Living Off Reserves) by Time Living in Town
of Interview and Months Since Lived on Reserve

Months Since Lived on Reserve for 1 month or more	Months Living in Town of Interview					Total
	1-4	5-12	13-48	49-120	121 & over	
1-4	67	8	7	7	5	94
5-12	28	62	26	14	11	141
13-48	39	35	135	28	23	260
49-120	25	30	79	125	26	285
121 & over	23	16	40	58	95	232
Total	182	151	287	232	160	1012*

* omits 65 persons never having lived on reserve and 18 persons for whom no answer was recorded.

Before turning to the analysis of the distribution of income and the poverty rate among B.C. Indians living off reserves, it may be instructive to examine the response to the open-ended question we posed to each respondent, "Why do you live off reserve?" The responses are summarized in Table 4, which omits persons in prison and those never having lived on reserve.

Some 28.4% of respondents indicated that they live off reserve to obtain employment or because the distance to their job is too great to permit them to live on reserve. We found that 23.2% stated that life off reserve was generally preferable to being on reserve and they were not more specific. For 12% of our sample the lack of a house on the reserve was the reason for living off reserve. In a subsequent question asked of those persons indicating they would return to the reserve to live the response, "If there is a house on the reserve", accounted for 30% of the stated reasons for planning to return to the reserve to live. A wide variety of other responses to the question "Why do you live off reserve?" are presented in Table 4.

In reply to the question "Will you return to live on the reserve?" 43% replied "Yes", 44% replied "No" while 13% replied "Don't know". The four most important reasons given for returning to the reserve to live were: "If there is a house on reserve" (30%), "To retire" (20%), "It's my home" (16%) and "If there is a job on the reserve" (9%).

Table 4
Responses to the Question,
"Why do you live off reserve?"

Response	Number	Per Cent
"No job on reserve/Distance to job"	276	28.4
"Generally prefer life off reserve"	226	23.2
"No house on reserve"	117	12.0
"With parents/guardian"	95	9.8
"At School/Children's Schooling"	86	8.8
"Bad Conditions/Many Drunks"	44	4.5
"No friends on reserve"	49	5.0
"Personal Reasons"	40	4.1
"Medical care"	20	2.1
"Dislike Indian Affairs/Prefers Welfare"	20	2.1
Total	973	100.0

*omits those in prison and those who have never lived on reserve.

The Distribution of Income and the Poverty Rate

One of the principal criteria by which the dominant majority judges the socio-economic performance of a minority is the ability of minority group members to sustain themselves (at whatever level of comfort) independently of the income transfers financed primarily by the dominant society. It is with this proposition in mind that we concentrate in this section of the paper on the level of income from employment of B.C. status Indians living off reserves and their rate of welfare dependency.

In 1970 some 54% of B.C. Indian families and unattached individuals had incomes from employment of less than \$2000. Seventy-six percent had incomes of less than \$6000 in 1970. The income cohort "under \$2000" hides the important fact that 34.7% of the families and unattached individuals in our sample had no income from employment in 1970. If we measure the "success" of Indians in an urban environment by their ability to sustain themselves with their earnings from employment then a significant fraction could not be described as economically successful. As Table 5 indicates, only one-eighth of all Indian families and unattached individuals received \$8000 or more in earnings from employment. An indication that 1970 is a representative year can be ascertained when we note that the (Pearsonian) correlation coefficient between income from employment in 1970 and 1969 was .738 and that between 1970 and 1971 (January to Summer only) it was .833. Both coefficients are significant at the .01 level. Unfortunately no directly comparable series on the distribution of income from employment (wages and salaries and net income from self employment) exists for the entire B.C. population or for Canada. In our survey we concentrated our efforts on ascertaining earned income from employment rather than total income, a significant proportion of which, for low income groups, is made up of government transfer payments. If we wish to measure the economic performance of a minority group in the context of the dominant society then earned income from employment is preferable to total income.

Table 5
Distribution of Income of Families and Unattached
Individuals, Canada, B.C., B.C. Indians

	CANADA 1969			BRITISH COLUMBIA 1969			B.C. Indians Living Off Reserve ³ 1970			B.C. Indians Living Off Reserve 1970		
	Total	Metro ¹	Non- Metro	Total	Metro	Non- Metro	Total	Metro ²	Non- Metro	Total	Metro ²	Non- Metro
	%	%	%	%	%	%	%	%	%	%	%	%
<\$1,999	12.3	10.0	15.9	12.9	11.1	15.5	28.1	22.1	31.4	53.7	51.4	53.8
\$2,000- 3,999	15.8	13.0	20.3	14.7	16.0	13.1	24.8	23.9	26.8	10.8	10.1	12.2
\$4,000- 5,999	15.6	14.3	18.8	12.0	10.4	14.4	19.9	23.6	16.5	11.5	13.2	10.0
\$6,000- 7,999	16.3	16.5	16.1	16.1	17.0	14.9	13.1	15.9	10.3	11.1	12.5	10.0
\$8,000- 9,999	13.6	14.7	11.9	17.1	15.9	19.0	8.1	7.6	9.5	7.6	7.1	9.2
\$10,000- 11,999	9.9	11.2	7.8	10.4	11.2	9.4	3.2	3.3	3.5	2.6	2.5	3.0
\$12,000- & over -	16.6	20.3	10.4	16.5	18.5	13.8	2.7	3.1	2.4	2.6	3.1	2.2
Sample Size Income Known							970 ⁴	552	370	970 ⁴	552	370
No. With Income Unknown							111	68	39	111	68	39
Total Sample Size	100.0	56.0	44.0	100.0	57.8	42.4	1081 ⁶	620	409	1081 ⁶	620	409

Notes:

1. Centres with population of 30,000 and over, remainder of country is classified as non-metropolitan.
2. Centres with population 25,000 and over, all other towns (approximate population 500 to 24,999) were classified as non metropolitan.
3. For B.C. Indians families and unattached (individuals is equal to the total size of the household minus persons other than spouse and dependent children — this is a narrower definition than that employed by Statistics Canada which is "a group of individuals sharing a common dwelling unit and related by blood, marriage or adoption."
4. Includes persons not in prison during 1970 but whose residence in 1970 was not known.
5. Income includes income from wages and salaries, self employment, investment, government transfer payments and miscellaneous income.
6. Persons age 14 and over, excluding those in prison during 1970.

Sources: Statistics Canada, *Income Distributions by Size in Canada, 1969*, Ottawa, 1972, Table 22, p. 40 and author's survey.

For comparative purposes we derived estimates of total income for B.C. Indians by adding to income from employment estimates of transfer payments received by each family or unattached individual.

This was done by utilizing other information obtained on size of family, months on welfare (social assistance) and number of dependent children. Utilizing the 1970 scale of provincial social assistance, federal family allowance and old age pensions, we imputed total government transfer payments to each family or unattached individual. The resulting distribution of total income is contained in Table 5.

The inclusion of transfer payments sharply reduces the proportion of Indian families and unattached individuals with incomes of less than \$2,000 in 1970, from 53.7% to 28.1%. However, for all B.C. families and unattached individuals the comparable proportion is 12.9%. While 52.9% of Indian families and unattached individuals had incomes of less than \$4,000 in 1970 only 27.6% of all of B.C. is in this income class (in 1969). Just over one-quarter (27.1%) of Indians had incomes of \$6,000 or more as compared to three-fifths (60.1%) of all B.C. families and unattached individuals had incomes in 1969 of \$10,000 or more, but only 6.2% of B.C. Indians enjoyed a five-figure income.

Table 5 indicates that for B.C. Indian families and unattached individuals the distribution of income from employment only for metropolitan areas (population 25,000 and over) and non-metro areas is very similar. The proportions in each income class differ by only one to three percentage points. However, the metro/non-metro distribution of total income of B.C. Indians are noticeably different. Some 58.2% of non-metro families and unattached individuals had incomes of less than \$4,000. In comparison for metro areas the proportion was 46.0%. The proportion of metro families and unattached individuals in the range \$4,000-7,999 was 39.5% while that for the non-metro group was 26.8%. The difference in the proportion with total incomes of \$10,000 and over was not significant. Additional details can be found in Table 5.

In Table 6 we compare the distribution of income of families and unattached individuals of Canada and B.C. Indians in terms of major source of income: wages and salaries and all other income — principally government transfer payments. Major sources of income "are the income components which constitute the largest components of the total income of an individual or family". The classification used is (a) wages and salaries, (b) net income from self-employment, (c) investment income, (d) government transfer payments, and (e) miscellaneous income. "In most instances the major source of income would comprise more than half of the total income of the individual or family, although it is possible where the individual had more varied sources of income that the largest individual item might account for less than one half of the income."¹⁰

In the case of B.C. Indians living off reserve, for 52% the major source of income was "wages and salaries" while for all Canadian families and unattached individuals the comparable proportion was 73%. For Canada 13.9% of families and unattached individuals as a whole had incomes in 1969 of less than \$4,000 where wages and salaries was the major source of income. For B.C. Indians 28.1% had incomes of less than \$4,000 in 1970. One half of Canadian families and individuals had incomes from wages and salaries of \$8,000 or more, but only 26.8% of B.C. Indian families achieved this level of income.

Table 6
Distribution of Income for Families and Unattached
Individuals by Major Source of Income
Canada 1969, B.C. Indians Living Off Reserve
1970

	Canada, 1969 major source of income		B.C. Indians, 1970 major source of income ³	
	wages & salaries %	other ¹ money income %	wages & salaries %	government transfer ² payments %
<\$1,999	4.1	42.5	9.6	48.3
\$2,000-3,999	9.8	36.9	18.5	31.7
\$4,000-5,999	16.5	12.0	22.6	16.9
\$6,000-7,999	20.1	4.3	22.0	3.2
\$8,000-9,999	17.2	1.8	15.6	—
\$10,000-11,999	12.6	.5	6.1	—
\$12,000 & over	19.7	1.9	5.1	—
sample size with known income			508	464
sample size income unknown			111	—
total sample size			617	464

Notes:

1. Includes government transfer payments and miscellaneous income, primarily the former.
2. Includes social welfare, family allowance and old age pensions.
3. Major source if accounted for at least one-half of total income, but in both cases the distribution by level of income is for total income.

Source: Statistics Canada, *Income Distributions by Size in Canada, 1969*, Ottawa, 1972, Table 26, p. 43.

When the distribution of "other money income" (principally government transfer payments) is compared to transfer payments received by B.C. Indians the differences are not so great. For Canada 42.5% had incomes of under \$2,000; for B.C. Indians the proportion was 48.3%. Four-fifths of Canadian families and unattached individuals, whose principal source of income was transfer payments, had incomes of less than \$4,000 in 1969. The proportion is almost identical for B.C. Indians in 1970. The slight difference in the definition of income "from other than wages and salaries" becomes apparent, for we note in Table 6 that 4.2% of Canadians whose major source of income was "other money income" had incomes of \$8,000 or more — while no B.C. Indian

families or unattached individuals in our sample were in this income class. However, the slight differences in definition do not distort meaningful comparisons between the two groups.

The income distribution of families of two or more are compared in Table 7. In our survey we defined the "nuclear family" in the following way:

nuclear family = total size of household — number of persons other than spouse and dependent children

Table 7

Distribution of Income of Families of Two or More, Canada, B.C., B.C. Indians

	Canada, 1969 ^{1, 5}			B.C., 1969 ^{1, 5}			B.C. Indians ⁴ Living Off Reserve, 1970	
	Total	Metro ³	Non Metro	Total	Metro ³	Non Metro	Total Income ¹	Income From Employment only ²
	%	%	%	%	%	%	%	%
<\$1,999	4.0	2.3	6.5	3.5	2.2	5.3	9.5	48.5
\$2,000-3,999	13.6	9.1	20.2	12.7	12.7	12.7	29.3	9.3
\$4,000-5,999	15.0	12.1	19.3	11.0	8.6	14.2	24.7	11.5
\$6,000-7,999	17.4	16.9	18.1	17.0	15.9	18.3	16.3	13.3
\$8,000-9,999	16.6	18.5	13.8	19.8	19.4	20.3	10.7	10.1
\$10,000-11,999	12.4	14.4	9.4	13.3	14.3	11.9	4.6	3.6
\$12,000 & over	21.0	26.8	12.7	22.7	26.9	17.2	3.9	3.7
sample size with known income							615	615
sample size, income unknown							78	78
total sample size	100.0	54.8	45.2	100.0	56.2	43.8	693	693

Notes:

1. Total income = income from wages and salaries, self employment, government transfer payments, investment income and miscellaneous.
2. Excludes government transfer payments and miscellaneous.
3. Metropolitan = residents of towns with population of 30,000 or more, remainder is classified as non-metropolitan.
4. Family = total persons in household minus persons other than spouse and dependent children.
5. Family = group of individuals sharing common dwelling unit and related by blood, marriage or adoption.

Source: Statistics Canada, *Income Distributions by Size in Canada, 1969*. Ottawa, 1972, Table 1, p. 23.

In Table 7 the income distribution of B.C. Indians living off reserves is for nuclear families of two or more persons. Statistics Canada defines a family as:

“A group of individuals sharing a common dwelling unit and related by blood, marriage or adoption. Thus, all relatives living together were considered to comprise one family whatever the degree of family relationship”¹¹ This definition is one of the “economic family unit” while ours is closer to the census family unit. When employing the economic family definition, the statistics may conceal the poverty of sub-groups of the population whose characteristics are submerged under a broader group. Where both the number in the family and individual incomes are grouped together, and specific family size is not utilized, the significance of these differences in methodology is not great in terms of the observed differences in income indicated in Table 7.

If we examine the distribution of income from employment only, we find that just slightly less than one-half (48.5%) of B.C. Indian families living off reserve had incomes of less than \$2,000 in 1970. Only 7.3% had incomes of \$10,000 or more, and 23.4% had incomes in the range of \$6,000 to \$9,999. When we also consider the larger than average number of children in Indian families this income data are put in an even less favourable light. Table 8 records the number of children reported by the respondents (married, common-law, widowed, divorced, and separated) in our survey. Some 36.2% of persons who are or have been married report having five or more children, while 40.5% report two or fewer children. The average number of children reported is slightly more than four. While not all children reported in Table 8 would be living with their parents the conclusion we must reach is that the typical Indian adult has a significantly larger number of dependents to support with a very much smaller income from employment than is the case for non-Indians.

Table 8
Number of Children Reported by B.C. Indians
(Married, Common Law, Separated, Divorced or
Widowed)* Living Off Reserve, Summer 1971

number of children	number of respondents	%
0	59	8.5
1	107	15.5
2	114	16.5
3	89	12.9
4	71	10.3
5	59	8.5
6	57	8.2
7	47	6.8
8 & over	98	12.7

*In addition 70 of 402 single persons indicated that they were parents of one or more children.

Comparisons can be made when we use total income of both B.C. Indian and all B.C. families. One sixth of all B.C. families report an income of less than \$4,000 in 1969 while 38.8% of B.C. Indian families living off reserve did not receive as much as \$4,000 in total income in 1970. Only one-fifth of Indian families received \$8,000 or more, but 55.8% of all B.C. families received at least \$8,000 in 1969. More than one-fifth (22.7%) received more than \$12,000 in 1969.

The Poverty Rate

"Poverty is enormously wasteful of human and material resources; it creates social and psychological problems not just for the poor but for the entire society."¹²

One of the more notable achievements of the past decade has been the rediscovery (and extensive description and analysis) of "poverty in the midst of plenty". Economists can also be acknowledged for their role in pointing out that not only is poverty bad for the poor, but also it is bad for the rich. This is when all the externalities, and presumably the effect on one's ethical sensibilities, are taken into account. However, our concern for poverty has not gone so far as to introduce into public policy measures designed to significantly alter the distribution of income — let alone the distribution of wealth — in Canadian or U.S. society.

We have, however, managed to define a poverty line and to count the poor in a recent Senate Report.¹³ Be that as it may, we will now proceed to describe and to measure, in some detail, the incidence of poverty among B.C. Indians living off reserves.

Table 9 presents in summary form a number of different estimates of the poverty line by family size for Canada. The Senate Report points out that:

"poverty is a multidimensional concept, encompassing social, psychological, and economic malaise".

Then the Report goes on —

"Nevertheless, most people think of poverty — and the poor suffer poverty — as income deficiency resulting in material deprivation. The latter concept of poverty as low income, while itself insufficient, is nonetheless necessary both for the measurement of poverty and for the development of programs to eliminate it."¹⁴

As can be seen from Table 9 we have adopted the Senate Report poverty line and made interpolations for family sizes of eight and nine persons. Note that both the Senate Report poverty line and that of the authors of **The Real Poverty Report** is somewhat above that of the Economic Council/Dominion Bureau of Statistics — particularly when families of more than five persons are considered. It is interesting that a public opinion poll conducted during the course of the line adopted in the Senate investigations places the poverty line about 50% above the Senate Report line. Perhaps we could define the "hypocrisy gap" as the difference between Canadian social assistance payments and the amount sufficient to ensure that all Canadians achieve an income above the poverty line as indicated by the public opinion poll.

Table 9

**Estimates of the Poverty Line by
Family Size in Canada**

Number of persons in family	ECC-DBS 1970 (1)	Real Poverty Report 1970 (2)	Opinion Poll 1970 (3)	Senate Report 1969 (4)	Stanbury, Fields, Stevenson, 1970 (5)
1	\$1,900	\$2,100	\$ 3,200	\$2,140	\$2,140
2	3,200	3,400	4,900	3,570	3,570
3	3,900	4,100	5,700	4,290	4,290
4	4,500	4,800	6,500	5,000	5,000
5	5,200	5,500	7,400	5,710	5,710
6	5,200	6,200	8,200	6,430	6,430
7	5,200			7,140	7,140
8	5,200				7,900
9	5,200				8,600
10	5,200	8,900	11,500	9,290	9,290

Sources (1) (2) (3) Ian Adams, William Cameron, Brian Hill, Peter Penz, *The Real Poverty Report*, Edmonton, M. G. Hurtig, 1971, p. 15. (4) Report of the Special Committee on Poverty, Poverty in Canada, Ottawa, Information Canada, 1971, p. 8.

Table 10 sets out the distribution of B.C. Indian families in our survey by family size, the number below the poverty line and the number of months on welfare of those below the poverty line.

Before we move to the summary calculations in Table 11 we should note that, overall, 58.6% of those below the poverty line in terms of income from employment were dependent on welfare for 12 months in 1970. For nine months or more in 1970, 69% were dependent on welfare. Only 14% were not dependent on welfare at any time during 1970. These data suggest that in terms of earned income from employment that a high proportion of B.C. Indian families living off reserve are not simply "below the poverty line". They are far below the poverty line. And as we shall see from Table 11 this fact, coupled with the inadequacy of government transfer payments to the poor, means that even after transfers, they are well below the poverty line.

Table 10
Number of B.C. Indian Families Below the
Poverty Line in 1970³, Before and After
Government Transfer Payments

family size ¹	total in sample	total with known income from employment	number below poverty line before transfer	number below poverty line after transfer	Number of Months on Welfare of Families Below Poverty Line Before Transfers				
					0	1-4	5-8	9-11	12
1	380	348	226	210	11	9	24	34	148
2	137	119	88	86	11	4	7	13	53
3	112	101	56	54	10	4	6	6	30
4	128	109	59	54	7	9	14	1	28
5	88	81	57	54	10	4	4	2	37
6	79	72	55	54	8	5	5	6	31
7	54	46	32	29	10	3	2	2	15
8 & over	103	94	82	79	25	6	5	5	41
	1,081 ²	970	655	609	92	44	67	69	384

Notes:

1. Family size = number in household minus spouse and dependent children.
2. Excludes 14 persons in prison in 1970.
3. Poverty line as defined in column 5 of Table 9.

Table 11
The Poverty Rate: B.C. Indians Living Off Reserve
1970 and All Canadians 1969

Family size	Senate Report	B.C. Indians Living Off Reserve 1970		Ratio of B.C. Indian to Canadian Poverty Rate
	% of families below poverty line 1969	% of families below poverty line, earned income only	% of families below poverty line, earned income + transfers ³	
	%	%	%	
1	38.7	64.9	60.3	1.56 to 1
2	28.4	73.9	72.3	2.55 to 1
3	16.8	55.1	53.4	3.18 to 1
4	15.6	54.1	49.5	3.17 to 1
6.2 ¹	28.5			
7.1 ²		79.7	76.4	2.68 to 1
all families	25.1	67.5	62.8	2.50 to 1

Notes:

1. Estimate of average family size of families with 5 or more persons in Canada.

2. Estimate of average family size of B.C. Indian families with 5 or more persons.

3. With 5 or more persons.

Using the data our survey collected on family income from employment and the number of months in 1970 that the family received social welfare payments we were able to compute (applying the Provincial social assistance rates) total earned income plus welfare transfers to make our data closely comparable to the definitions employed in the Senate Report . . . In addition we included Family Allowances in our estimate of earned income plus transfers.

Sources: Senate Report . . . op. cit. p. 12, Table 10.

The principal conclusions to be drawn from Table 11 are as follows: The poverty rate (the proportion of all families below the poverty line) of B.C. Indians living off reserves in 1970 was two and one-half times the rate for all Canadians. For families of three or four the poverty rate among B.C. Indians is over three times that of all Canadians. In absolute terms more than three-fifths (62.8%) of B.C. Indian families in 1970 had total incomes which placed them below the poverty line defined in the Senate Report. This proportion was hardly affected by the panoply of government transfer payments — the proportion was reduced from 67.5% to 62.8% when we added government transfer payments to income from employment only. Clearly we can state:

- (a) B.C. Indians families living off reserve were far blow the poverty line in 1970.
- (b) In terms of the Senate Report poverty line, existing government transfer payments made only a small contribution toward closing the poverty gap between earned income and the stated poverty line.¹⁵

Education and Vocational Training

One of the principal promises held out by the dominant society to members of minorities is that, if they acquire the level of education and training comparable to members of the dominant society, then their upward mobility is assured. This section of the paper will examine the level of educational achievement of B.C. Indians living off reserves.

Table 12 records the highest grade completed by region of residence and by sex for the respondents in our sample of 1,095 of the approximately 7,900 Indians (age 16 and over) living off reserves in 1971.

Table 12

Educational Attainment of B.C. Indians Living Off Reserve, 1971 Region of Residence Summer 1971

Highest Grade Completed	Lower Fraser	Vancouver	North Coast	North Int.	South Int.	Prison	Vanc. Island	Okanagan	Total	Male	Female
0-6											
no.	11	34	33	62	38	16	51	31	276	140	136
%	24.4	12.8	25.2	36.3	25.7	26.2	26.8	39.2	25.3	23.3	27.5
7-9											
no.	12	76	48	67	48	35	82	33	401	213	172
%	26.7	28.6	36.6	39.2	32.4	57.4	43.2	41.8	36.8	35.4	34.8
10-11											
no.	10	70	31	25	36	10	36	11	229	128	101
%	22.2	26.3	23.7	14.6	24.3	16.4	18.9	13.9	21.0	21.3	20.4
12 & over											
no.	12	86	19	17	26	0	21	4	185	120	65
%	26.7	32.3	14.5	9.9	17.6	0.0	11.1	5.1	17.0	20.0	13.2
Total no.	45	266	131	171	148	61	190	79	1,091*	601	494
%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

*excludes 4 persons travelling.

One quarter of our sample have completed the sixth grade or less and only one sixth have graduated from high school or better. In fact only 2.3% of our sample had completed one or more years of university, and only four persons out of the total sample of 1,095 had acquired a university degree. Over three fifths (62.1%) have completed the ninth grade or less.

As shown in Table 12 the level of education varies considerably by region of residence in 1971. For example no one in our prison sample of 61 had completed high school, while 32.3% of persons resident in Vancouver had done so. Only 5.1% of Okanagan residents had achieved high school graduation or better. Since the variation in the proportion who had high school graduation is much less among the various Cultural Linguistic Groups than by region there is some reason to believe that the more highly educated Indian people gravitate toward the metro Vancouver area. While 58.6% of our Vancouver sample had completed Grade 10 or better, only 30.0% of the sample of residents of Vancouver Island had achieved this level. In the Northern Interior the proportion was 24.5% and in the Okanagan it was only 19.0%. The data in Table 12 represent a picture of the "stock of education" and do not give any idea of the vast improvement in the level of education achieved by B.C. Indians through time. Table 13 which gives the median number of grades completed by age cohort shows the astonishing difference in level of education by age for B.C. Indians. The median is 4.1 grades for those age 55-64 in 1961, but this level is more than doubled to 9.9 grades for those in the age cohort 20-24. In this cohort the median for Canada's native-born population is 10.5 for males and 10.8 for females. For the Indian females in our sample the median number of grades completed almost doubled in the decade between the age cohorts 55-64 to 45-54 — see Table 13. It is interesting, but not statistically significant, that the median for Indian men in the cohort 35-44 is slightly below that of the cohort 45-54.

Table 13

**Median Number of Grades Completed
By Age, B.C. Indians and Canada Native-
Born Population**

Age*	B.C. Indians Living Off Reserve					Canada, Native-Born Population	
	no.	Males median	no.	Females median	Total median	Males median	Females median
55-64	29	4.63	25	3.25	4.10	8.0	8.2
45-54	54	7.14	56	6.33	6.75	8.4	9.1
35-44	93	6.67	90	6.06	6.35	9.2	9.5
25-34	211	9.16	144	8.77	9.02	9.6	10.1
20-24	144	10.06	109	9.71	9.93	10.5	10.8

*Canada 1965, B.C. Indians 1971.

Source: Frank J. Whittingham, *The Educational Attainment of the Canadian Population and Labour Force 1960-65 Special Labour Force Study No. 1*, Dominion Bureau of Statistics (71-505), Ottawa, Queen's Printer, 1967, Table 3, p. 9.

Given the rapid increase in the level of educational achievement of B.C. Indians living off reserve it may be possible that in another decade the gap will be closed. However to do this it will be necessary to ensure that more Indians attend university. Of the 875 persons in our sample who answered the question "How much schooling do you want your children to have?", the proportion specifically replying "University"

was 12.9% for those with 0-8 grades completed, 19.6% for those with 9-11 grades and 32.9% for those with high school graduation or better. The proportions replying "High School" by level of education were 55.8%, 45.2% and 21.9%, respectively. It is evident that the expectations of the younger and better educated Indians are rising. The question now becomes one of the level of sustained motivation of the individuals concerned and the availability of resources to fulfill the rising expectations.

Vocational Training

Of our total sample of 1,095 we found that 385 persons or 35% had taken a total of 559 special courses or vocational courses of various duration. We found that 125 people had taken two or more courses and 36 had taken three or more courses. Table 14 provides a summary of the data on those persons who had taken one or more special courses. Some 231 of the 385 persons had taken one or more full-time trade courses. In all, three quarters of all special courses taken could be fairly described as vocational training. Adult Education and Upgrading courses together accounted for one-fifth of the persons who had taken one or more special courses. While 55% of the total sample were males, 65% of those who had taken one or more courses were males. Some 65% of all the courses lasted six months or more and 69% of the vocational training courses were of six months duration or greater. Just less than one-half of all the courses were between six and twelve months duration — see Table 14.

Table 14

Summary of Data on B.C. Indians Living Off Reserve
Who Have Taken One or More Special Courses or Vocational
Training

Type of Special Course or Training	n =	Males	Females	Length of course in months*					Re- ceived Aid for Fees, Books, etc.	Re- ceived Aid for living costs	No. com- pleted	No. in progress
				1-3	4-5	6-8	9-12	13+				
Full-time trade	231	155	76	38	40	69	63	20	208	195	198	13
Part-time trade	20	15	5	8	4	5	2	20	16	8	17	1
Apprenticeship	7	7	0	—	1	1	—	5	7	6	5	1
On Job Training	19	11	8	10	2	2	2	2	16	16	17	1
Band operations	3	3	0	1	1	—	1	—	3	3	3	0
	280	191	89	57	48	77	68	47	250	228	240	16
Correspondence	19	13	6	6	3	2	3	5	6	2	16	2
Adult educ.	34	15	19	8	8	9	5	4	33	30	29	3
Upgrading	42	27	15	11	7	15	4	4	39	38	31	5
	95	55	40	25	18	26	12	13	78	70	76	10
Other	6	2	4	2	1	—	3	—	3	3	5	0
Univ./academic	4	3	1	1	—	—	1	2	4	3	3	1
	10	5	5	3	1	—	4	2	7	6	8	1
Total	385	251	134	85	67	103	84	62	335	304	324	27

Type of Special Course or Training	Total Number	Have plans for more schooling/ training within 12 mos.	Age			Education (Grade Completed)			
			15-29	30-44	45 & over	0-6	7-9	10-11	12+
Full-time trade	231	88	152	64	15	24	54	65	88
Part-time trade	20	8	11	6	3	3	3	7	7
Apprenticeship	7	4	4	3	0	1	2	1	3
On Job Training	19	11	11	7	1	1	7	2	9
Band Operations	3	2	2	1	0	0	1	0	2
	280	113	180	81	19	29	67	75	109
Correspondence	19	10	10	6	3	2	7	3	7
Adult educ.	34	14	24	7	3	7	13	8	6
Upgrading	42	26	33	6	3	3	11	26	2
	95	50	67	19	9	12	31	37	15
Other	6	2	4	2	0	1	2	0	3
Univ./academic	4	3	3	1	0	0	0	0	4
	10	5	7	3	0	1	2	0	7
Total	385	168	254	103	28	42	100	112	131

*totals do not add because for three persons the length of course was not reported.

Some 88% of persons taking one or more courses reported that they had received financial aid for fees and books and 79% received aid for living costs while taking special courses or training. The proportions for vocational training were 89% and 70%, respectively.

Perhaps the most striking finding elicited from our questions about special courses and vocational training is that 92% of persons reporting one or more courses stated that they had completed the course or are in the process of so doing.

Two important characteristics of those who have taken one or more special courses is that they are younger and better educated than the average of the Indian population. While 54% of our sample were aged 15-29 we found that 67% of those who had taken one or more courses were in this age group. Only 16.3% of persons age 45 and over in our sample had taken one or more courses as compared to 42.8% of those in the age group 15-29. Interestingly 70.5% of those taking Correspondence, Adult Education or Upgrading courses were in the 15 to 29 age cohort. We would have thought that persons over 30 would predominate in these type of courses.

Because of the close inverse relationship between age and the level of education we find that those with a superior academic education are disproportionately represented among those who have taken one or more special courses. While 17% of our sample have completed Grade 12 or better, 34% of the persons having taken a special course already have Grade 12 or better. Clearly academic and vocational training reinforce each other. Over three-fifths of those with one or more special courses have completed Grade 10 or better.

Additional evidence in support of the proposition that both the level of education and expectations about the desired level of education are rising can be gained from examining the responses to the following question: "Do you have any definite plans or arrangements for any more schooling, training or special courses in the next twelve months?" A total of 198 men and 114 women responded affirmatively — representing 28.5% of the total sample. We found that 21.5% of those who had not taken any special courses replied "Yes", 42.0% of those who had already taken one special course replied "Yes" and 48.5% of those who had already taken two or more special courses indicated that they planned to take another course in the 12 month period following the summer of 1971.

Table 15 records a number of details about those planning a special course. We found that 48.4% of the courses planned could be described as vocational training (Trades, apprenticeship, on-the-job etc.). One-third of the courses planned consisted of Correspondence, Adult Education, and Upgrading courses. One-eighth of the persons definitely planning a course plan to go to University. Of those planning a course 79% are in the 15-29 age group — only 54% of our total sample was in this age group. For those planning additional academic or vocational training, 62% already have completed Grade 10 or better. We found that 34.6% of those planning a course were employed at the time of interview and 37.5% were not in the labour force.

Table 15

**Summary of Data on B.C. Indians Living Off Reserve
Who Plan to Take a Special Course or Vocational
Training in the Next Twelve Months**

31

Type of Course Planned	Persons Planning to Take a Course				Person Already Taken 1 or more courses		Age of Persons Planning to Take a Course (2)		
	Males n	%	Females n	%	Males %	Females %	15-29	30-44	45+
Full-time trade	101	51.0	31	27.2	61.8	56.7	96	27	9
Part-time trade	3	1.5	5	4.4	6.0	3.7	2	5	1
Apprenticeship	6	3.0	1	0.9	2.8	0.0	7	0	0
On job training	0	0.0	0	0.0	4.4	6.0	0	0	0
Band operations	3	1.5	1	0.9	1.2	0.0	3	0	0
	113	57.0	38	33.4	76.2	66.4	108	32	10
Correspondence	1	0.5	6	5.3	5.2	4.5	6	1	0
Adult educ.	9	4.5	10	8.8	6.0	14.2	17	2	2
Upgrading	40	20.2	37	32.5	10.8	11.2	69	7	1
	50	25.2	53	46.6	22.0	29.9	92	10	3
High school	4	2.0	8	7.0	0.0	0.0	12	0	0
University	27	13.6	13	11.4	0.8	3.0	31	8	1
Other	4	2.0	2	1.8	1.2	0.7	3	3	0
	35	17.6	23	20.2	2.0	3.7	46	11	1
	198	100.0	114	100.0	100.0	100.0	246	53	14

Type of Course Planned	Persons Planning to Take a Course Total	Education of Persons Planning to Take a Course Grades Completed				Labour Force Status of Persons Planning to Take A Course		
		0-6	7-9	10-11	12+	Employed	Unemployed (3)	Not in Labour Force (1)
Full-time trade	132	8	45	52	27	45	50	37
Part-time trade	8	1	1	3	3	4	2	2
Apprenticeship	7	0	2	3	2	3	2	2
On job training	0	—	—	—	—	—	—	—
Band operations	4	0	1	1	2	3	0	0
	151	9	49	59	34	55	54	41
Correspondence	7	0	2	3	2	2	0	4
Adult educ.	19	1	9	6	3	3	10	6
Upgrading	77	6	34	36	1	15	21	41
	103	7	45	45	6	20	31	51
High school	12	1	3	8	0	1	3	8
University	40	2	1	2	35	28	5	17
Other	6	0	3	0	3	4	0	0
	58	3	7	10	38	33	8	25
	312	19	101	114	78	108	93	117

Notes:

(1) Includes persons in prison.

(2) Planning to take a course within 12 months of Summer 1971.

(3) Includes those looking for work and those not actively seeking work.

While no comparable data are available for the total B.C. population, one cannot help but be impressed by the high proportion of B.C. Indians living off-reserve who have acquired vocational training and special courses designed to improve their employability in the dominant society which places a considerable weight on the economic independence of minority groups. This is reinforced by the high proportion who at the time planned additional training or education within the next year.

Footnotes

1. See for example.
H.B. Hawthorn (ed.)
A Survey of The Contemporary Indians of Canada, Ottawa, Queen's Printer, Vol. I, 1966 Vol. II, 1968.
We might also point out that in the 1961 Census, data on "Indians" relates only to those living on reserves. This is because reserves were defined to be sub-units for the purpose of the Census.
The basic reference work on B.C. Indians is H.B. Hawthorn, C.S. Belshaw and S.M. Jamieson. *The Indians of British Columbia*. Toronto, University of Toronto Press, 1958.
A more recent study is D.B. Fields and W.T. Stanbury "The Impact of the Public Sector Upon the Indians of British Columbia: An Examination of the Incidence of the Revenues and Expenditures of Three Levels of Government". A report submitted to the Dept. of Indian Affairs and Northern Development, Ottawa, September 1968. (pp. 422, typescript) See also *Vancouver Province*, April 1, 1972, p. 5 for a summary of four chapters of this study.
2. W.T. Stanbury, D.B. Field and D. Stevenson, "Unemployment and Labour Force Participation Rates of B.C. Indians Living Off Reserves"; *Manpower Review* (Pacific Region), Vol. 5, No. 2, 1972
By a "legal or status" Indian we mean persons defined to be Indians under the *Indian Act*, and recorded on a band list by Indian Affairs. Consequently our sample excludes non-status Indians, Metis, half-breeds and enfranchised Indians.
3. See Table 1, *Manpower Review*, (Pacific Region), Vol. 5, No. 2, 1972, p.34.
4. See footnote 2.
5. 76 interviews were collected in June, 527 in July, 463 in August, and 28 were collected in September.
6. See W.T. Stanbury, D.B. Fields, D. Stevenson, *op.cit.* Table 2. Some 11.7% of our sample were in the age cohort 16-19 and 23.3% were in the cohort 20-24 years.
7. Recently, in an Ontario case, a judge has ruled that this provision of the *Indian Act* violates a section in the Canadian Bill of Rights. The judgement has been appealed. See *The Vancouver Sun*, Sept. 29, 1971 for an article on Mrs. Gerard Dore, President of Equal Rights for Indian Women.
8. Some 1.6% of the sample didn't know whether their parents home was on or off reserve at the time of their birth and 84.5% reported that their parents home was on the reserve at the time of the respondents' birth.
9. Interviewers were instructed not to interview anyone unless they had lived off the reserve for at least one month and had established their residence off the reserve.
10. Dominion Bureau of Statistics, *Incomes of Canadians*, by Jenny R. Podoluk; 1961, Census Monograph, Ottawa, Queen's Printer, 1968.
11. Statistics Canada, *Income Distributions by Size in Canada*, 1969, Ottawa, Queen's Printer, 1972, "Notes and Definitions", p.14.
12. *Poverty in Canada*, A Report of the Special Senate Committee on Poverty, Ottawa, Information Canada, 1971, p. xxix.
13. *Ibid.*
14. *Ibid.*, p. 3.
15. For example the Province of B.C.'s scale for social assistance in 1970 provided for a maximum payment (including the special rent supplement) of \$95 per month or \$1140 per year to a single person. The Senate Report places the poverty line at \$2140 per year for a single person. For a family of four the B.C. scale provided for a maximum of \$238.50 per month or \$2,862 per year while the Senate Report places the poverty line at \$5,000. A more comprehensive discussion is contained in Section Two of *Poverty in Canada op.cit.* and Ian Adams et.al. *The Real Poverty Report*, Hurtig, Edmonton, 1971, pp. 167-187.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	33827 South Fraser Way	853-1112
Ashcroft	402 Brink Street	453-2221
Burnaby	4940 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	115 Yale Road East	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-5877
Duncan	250 Craig Street	748-8111
Fernie	692 Second Avenue	423-6621
Fort St. John	10071 — 101st Avenue	785-6166
Fort Nelson	P.O. Box 596, Sikinni Building	774-2727
Hope	777 Fraser Street	869-5722
Houston	P.O. Box 730	845-2934
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Mission City	7100 Horne Avenue	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	138 West Third Avenue	624-6971
Princeton	Bridge & Kinley Street	295-3934
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	563 Number 3 Road	273-6431
Surrey	13655 - 104th Avenue	588-5981
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253

CANADA MANPOWER CENTRES — PACIFIC REGION

Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	545-2125
Victoria	1415 Vancouver Street	385-6711
Whitehorse	101 Federal Building	667-4238
Williams Lake	Old Federal Building, 153 Borland Street	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Second Floor, 549 Howe Street	666-1931
Vancouver	King Edward Centre, 961 West 12th Avenue	731-4614
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Vocational Institute, 250 West Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

MANPOWER INFORMATION AND ANALYSIS BRANCH

Districts Economists		
Kamloops	North-Central District	372-2584
Kamloops	Suite 203 - 611 Lansdowne Street	
	Okanagan-Kootenay District	
	Suite 203 - 611 Lansdowne Street	372-2584
Vancouver	Vancouver Island District	
	1444 Alberni Street	666-1134
Vancouver	Metro Vancouver District	
	1444 Alberni Street	666-1133
Regional Economist		
Vancouver	1444 Alberni Street	666-1135
Vancouver	Assistant Regional Economist	
	1444 Alberni Street	666-1131

CANADA IMMIGRATION CENTRES — PACIFIC REGION

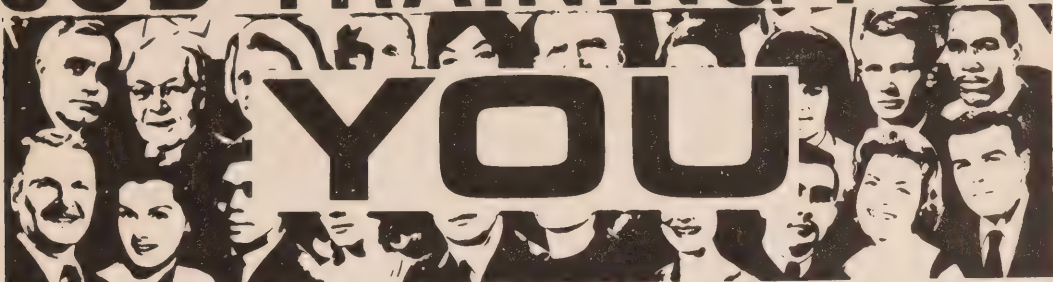
Aldergrove	Aldergrove	856-8743
Dawson Creek	Federal Building, 1005 — 104th Avenue	782-5877
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	10th Floor, 235 First Avenue	372-2515
Kingsgate	Kingsgate	424-5424
Nanaimo	P.O. Box 219, 75 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6231
Sidney	P.O. Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3627

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
-----------	---	----------

* * * * *

JOB TRAINING FOR YOU



Are you having a hard time finding a job? Perhaps you don't have a skill that is now in demand. You may need training.

Last year the Federal government provided training for over 300,000 Canadians. If you lack the skills to take your place in the world of tomorrow, see a Canada Manpower Centre counsellor today.

YOUR JOB IS OUR JOB



**Canada
Manpower
Centre**

Manpower and
Immigration
Bryce Mackasey, Minister

**Centre de
Main-d'œuvre
du Canada**

Main-d'œuvre
et Immigration
Bryce Mackasey, Ministre

**IN CANADA *MORE THAN*
350 OFFICES *TO SERVE YOU!***

☆ *FOR THE JOB YOU WANT FILLED*

☆ *FOR THE JOB YOU WANT*

CANADA MANPOWER CENTRES

offer

- ☆ **A comprehensive Labour Market Consultation Service for all employers in Business, Industry and the professions**
- ☆ **A Career Counselling, Training and Placement Service for all job seekers**

CANADA MANPOWER CENTRE

CANADA IMMIGRATION CENTRE

DEPARTMENT OF MANPOWER AND IMMIGRATION

**Hon. Bryce Mackasey
Minister**

Lacking v. 5, no. 4, 1972

manpower review

pacific region



Manpower
and Immigration

Main-d'œuvre
et Immigration



MI12

M15

72 annual review

1st quarter 1973 (Vol.6 No.1)

**IN CANADA *MORE THAN*
350 OFFICES *TO SERVE YOU!***

☆ *FOR THE JOB YOU WANT FILLED*

☆ *FOR THE JOB YOU WANT*

CANADA MANPOWER CENTRES

offer

☆ A comprehensive Labour Market Consultation Service for all employers in Business, Industry and the professions

☆ A Career Counselling, Training and Placement Service for all job seekers

CANADA MANPOWER CENTRE

CANADA IMMIGRATION CENTRE

DEPARTMENT OF MANPOWER AND IMMIGRATION

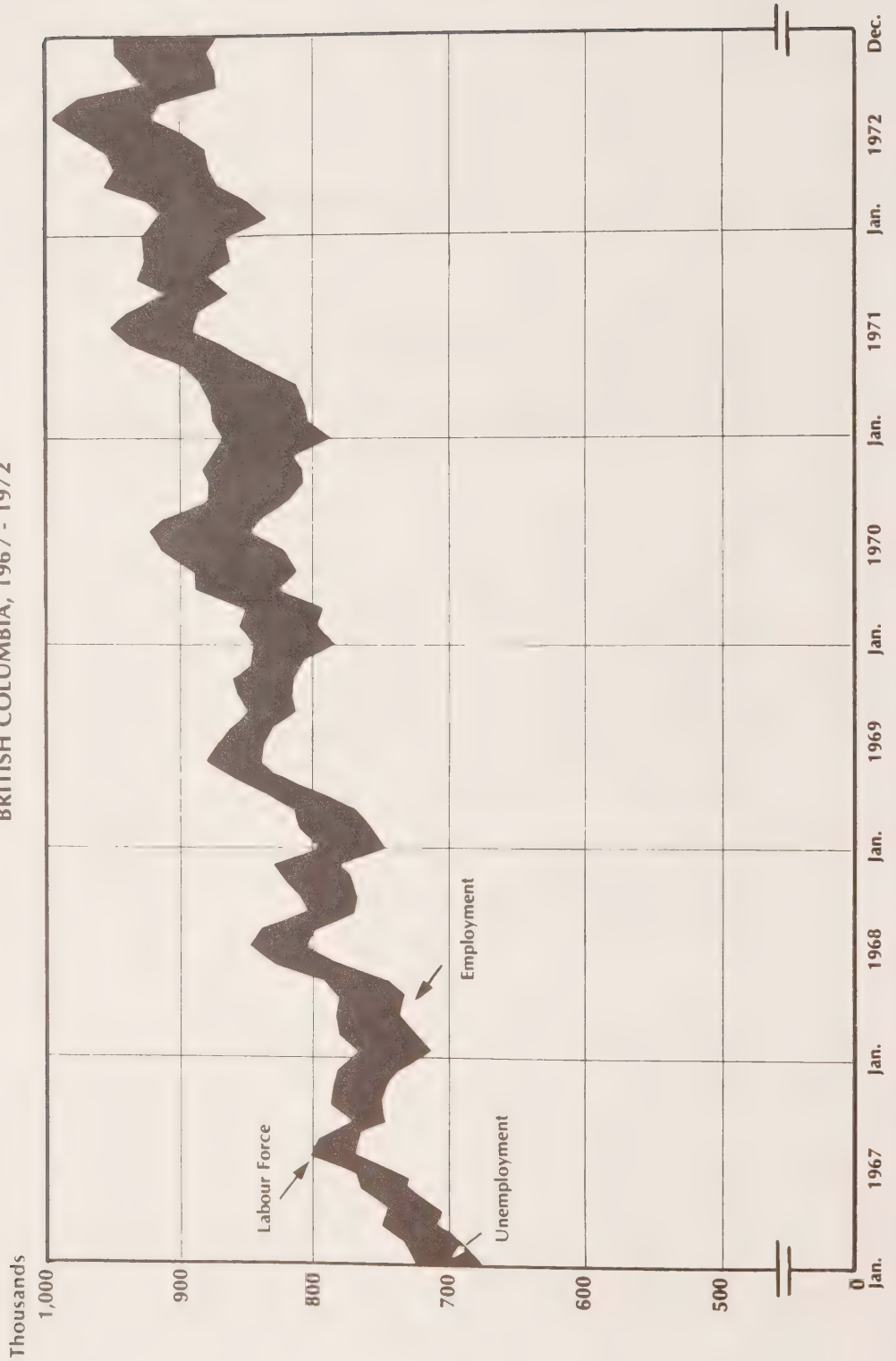
**Hon. Robert Andras
Minister**

PACIFIC MANPOWER REVIEW

FIRST QUARTER 1973

Department of Manpower and Immigration
Manpower Information and Analysis Branch
Pacific Region Office

CHART 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA, 1967 - 1972



Source: The Labour Force, Statistics Canada, 71-001.

THE CHANGING LABOUR MARKET – 1972 IN REVIEW

Introduction

The unacceptably high level of unemployment was the main feature of the British Columbia labour market in 1972. Strong employment gains up to mid-year were eroded by third and fourth quarter weakness in the economy. Unemployment averaged 7.6 per cent of the labour force in 1972, duplicating the experience of 1970. Only in the recessionary period of 1958-1961 have regional and national unemployment rates been higher.

In addition to the numerical size of the problem, major features of the 1972 labour market included the high proportion of young people among the unemployed, the rising number of individuals experiencing longer-term unemployment and the rising proportion of women in the labour force.

The factors leading to the unemployment problems of 1972 are complex and varied. In part they are a reflection of longer-term cyclical factors affecting both the regional and national economies, exacerbated in 1972 by the effects of industrial disputes; in part they reflect rapid and dramatic shifts in the size and composition of manpower resources in recent years; and in part they reflect normal time lags in the filling of vacancies created by labour turnover. Compounding the economic and demographic trends experienced over the past few years, changing attitudes toward work and the growing demands for self-fulfillment and personal growth in a complex society have also exerted a strong influence on the operation of the labour market.

In recognition of changing social conditions and underlying trends in the labour market, the Department of Manpower and Immigration is continually updating and re-structuring its programs. Recent or pending additions to Canada Manpower's activities include direct job creating programs intended to offset the current lack of jobs in the private sector, the development of special programs for the disadvantaged and marginally employable members of society and a vigorous streamlining of job placement activities.

The following pages trace some long-term developments in the British Columbia labour market, thus providing a more in-depth background to the manpower problems of 1972 and the role of manpower policies in coping with them.

Economic Cycles and Labour Demand

In 1972, employment in British Columbia grew to 879,000, a gain of 3.8 per cent or 32,000 jobs over 1971. Although most business indicators at the start of the year pointed to a stronger employment advance than was actually realized, the gain was relatively healthy in view of the severe industrial disputes which disrupted the construction, transportation, forest products and municipal government sectors, and held the seasonally adjusted monthly employment series on a relatively flat growth trend from mid-1972 onward.

Table 1
POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA

	Annual Averages		Change
	1971	1972 ^(P)	71/72 %
POPULATION (14 and over)			
Men	793	822	+3.7
Women	801	829	+3.5
Total	1,594	1,651	+3.6
LABOUR FORCE			
Men	615	636	+3.4
Women	296	315	+6.4
Total	911	950	+4.3
EMPLOYED			
Men	570	587	+3.0
Women	277	292	+5.4
Total	847	879	+3.8
UNEMPLOYED			
Men	45	49	—
Women	19	22	—
Under 25 years	28	32	—
Over 25 years	36	40	—
Total	64	72	—
	%	%	
UNEMPLOYMENT RATE	7.0	7.6	—
*PARTICIPATION RATE			
Men	77.6	77.4	—
Women	37.0	38.0	—
Total	57.2	57.5	—

(P) Preliminary

*Labour Force as percentage of population 14 years of age and over.

Source: The Labour Force, Statistics Canada, 71-001.

In evaluating the performance of the regional labour market it should be noted that conditions in British Columbia reflect, to a great extent, the broader dimensions of the national economy. Historically, both the British Columbia and Canadian employment rates have exhibited fairly regular fluctuations, roughly coincident in their timing. Low points in the regional and national unemployment rates were achieved in the mid-1950's and mid-1960's, while high unemployment rates were experienced in the 1958-1961 period and again in the 1970-1972 period.

To the extent that British Columbia's labour market is linked to the North American economy, the region is somewhat at the mercy of economic cycles beyond its control. In the Pacific Region, the 1962-1966 period was one of almost unprecedented expansion in the resource industries, determined largely by factors relating to the national and international business cycles. Construction of new productive capacity in the primary and manufacturing sectors and the building of facilities to service a rapidly growing population, combined to produce an exceptionally high rate of job formation during this period. As shown in Table 2 below, the pace of employment growth in the 1962-1966 period was well in excess of that required to absorb new entrants to the labour force. As a consequence, British Columbia's unemployment rate declined sharply from 8.5 per cent of the labour force in 1961 to a low of 4.2 per cent in 1965.

Table 2
ANNUAL GROWTH RATES OF LABOUR FORCE AND EMPLOYMENT
B.C. AND CANADA, 1962-1966 AND 1967-1971

	1962-1966		1967-1971	
	Labour Force Growth	Employment Growth	Labour Force Growth	Employment Growth
	(%)	(%)	(%)	(%)
B.C.	4.7	5.3	4.6	4.0
Canada	2.9	3.5	2.9	2.3

Source: The Labour Force, Statistics Canada, 71-001

Through the latter part of the 1960's, however, the rate of capacity expansion in the goods producing sector was curtailed, firstly by physical limits on the ability of the province to sustain the earlier pace of resource development, and secondly by the weakening market trends for certain products which emerged in the last part of the 1960's and persisted through 1970 and 1971.

The impact of this slower pace of advance is again highlighted in Table 2. Whereas the growth rate of British Columbia's labour force during the 1967-1971 period dropped only slightly below that of the preceding period, the growth rate of employment slackened considerably — not only below that of the 1962-1966 period, but below the rate required to absorb the rapidly expanding labour force. As a result, the unemployment rate rose steadily from its low point of 4.2 per cent in 1965, to 7.0 per cent in 1971 and 7.6 per cent in 1972.

Manpower Resources

Compounding the problems arising from slower employment growth have been rapid and dramatic changes in the supply of manpower resources which in turn have altered the characteristics of the unemployed.

In 1972, the provincial labour force rose to 950,000 continuing more than a decade of rapid growth rates exceeding those in other parts of Canada. The addition of some 39,000 persons to the work force during the year was only marginally below the average of 42,000 recorded during the high growth period of 1966-1970.

Net migration is the dominant factor in British Columbia's labour force growth, contributing at present, almost one-half of the annual increase in the labour force. Long-term shifts in the age distribution of the population account for slightly less than one-quarter of the growth and changing participation rates account for the residual gains.

Historically, net migration to British Columbia has corresponded fairly closely to cyclical swings in the provincial unemployment rate. During the early 1960's when unemployment was high, the net inflow of new residents to the province (including non-participants in the labour force) was running at a rate of approximately 10,000 people per year. As stronger labour market conditions emerged through the mid-1960's, net migration rose sharply to an annual rate of approximately 55,000 per year. In the most recent period, however, the flow has not shown quite the same sensitivity to the slackening labour market. It does appear to have declined slightly, although preliminary estimates suggest that new residents are still contributing in excess of 40,000 people to the provincial population each year.

A well publicized feature of the provincial and indeed, the Canadian scene, is the rapid growth in the proportion of young people in the population, primarily a result of the post-war "baby boom" but accentuated in British Columbia by the relatively strong concentration of migrants in the younger age groups. In 1966, 15.4 per cent of British Columbia's population was between the ages of fifteen and twenty-four. This proportion rose to 17.7 per cent by 1971 and is expected to continue rising over the next few years, possibly reaching 18.3 per cent by 1976.

The resultant growth in the youth labour force, often well educated, insistent in their requirements for meaningful work but lacking in job experience, has been substantial. Compounding the work-orientation problems of a rapidly expanding youth

labour force, the current lack of jobs in the private sector has produced additional hardships. Of the 72,000 persons unemployed during 1972, some 32,000 were youths under 25 years of age. This group, which constitutes one-quarter of the provincial labour force, accounted for over 44 per cent of the unemployed.

A third factor contributing to quantitative and qualitative changes in the labour force has been the broad upward trend in the proportion of British Columbia's working-age population actively participating in the labour force. In 1961 the participation rate stood at 51.8 per cent of the eligible population; by 1966 it had risen to 54.9 per cent and by 1972 it stood at 57.5 per cent.

Almost all of this increase has taken place among females. While the male participation rate increased by less than one percentage point over the past decade, from 76.6 per cent in 1961 to 77.4 per cent in 1972, the female participation rate has risen dramatically from 27.0 per cent in 1961 to 38.0 per cent in 1972. Women now constitute almost one-third of the region's unemployed, compared to only one-quarter in 1966. Of the females now entering the labour force in increasing numbers, many are over the age of thirty-five and seeking work either for the first time or after a relatively long layoff during their child-rearing years. Frequently their skills are inadequate to meet employer requirements and extensive training or upgrading is needed to suit them to the realities of the labour market.

In addition to the problems of absorbing increasing proportions of youth and women in a slack labour market, there are also large numbers of individuals whose skill, educational or cultural backgrounds render them marginally employable, even when labour demand is strong. These include ethnic minorities, older workers, the urban and rural pool, immigrants and unskilled or handicapped adults. In periods of slower employment growth, such people experience longer and more frequent spells of unemployment, reducing ever further their employability, burdening the economy and creating social alienation and despair.

Data on the number of people unemployed for four months or more provides a rough measure of the size of this group. Preliminary figures show that in 1972 persons experiencing such longer-term unemployment in British Columbia averaged 24,000 or approximately 33 per cent of British Columbia's unemployed. This was up from 11,000 in 1969 when 26 per cent of the unemployed were without jobs for four months or more.

Matching Jobs and Workers

Another imperfection in the labour market is the so-called "frictional" aspect of unemployment. At any given time, a certain number of people will be unemployed, not because there are no jobs for them in the economy, but rather because of inadequate information as to where the available jobs are located. The resulting time lags required to match jobs and workers means there will always be a number of short-term unfilled job vacancies in the economy. With a better system of labour market information these jobs could be filled more quickly and the overall level of unemployment reduced.

The precise number of job vacancies in this category obviously cannot be measured. According to data now becoming available from Statistics Canada's Job Vacancy Survey, the average number of full-time and part-time job vacancies outstanding in the Pacific Region during the first three quarters of 1972 stood at 5,800. Of these, an average of 4,000 were open for periods up to one month. While this is not a true measure of the level of frictional unemployment, it does confirm that the problem exists.

The Role of Manpower Policy

As previously discussed, the high unemployment rates of the 1970-1972 period were primarily the result of a downturn in the rate of employment growth, originating in longer-term cyclical swings in the level of economic activity. These problems were exacerbated by continued growth in the labour force, accompanied by shifts in the characteristics of the individuals composing it. The Department of Manpower and Immigration takes an aggressive role in updating and refocussing its activities to meet these changing conditions.

Traditionally, Canadian manpower policy has been conceived as a means of adjusting the supply of manpower resources, both qualitatively and quantitatively, to the needs of a rapidly expanding economy. Major problems include a complex network of Canada Manpower Centres to assist in matching workers to jobs; aided where necessary by mobility programs to move workers to areas of employment opportunities; and an important role in occupational skill training to upgrade or retrain workers for new jobs.

When job opportunities are readily available, this combination of programs facilitates and promotes economic growth, while at the same time providing the means for lower-income Canadians to improve their earnings potential. Under this mandate the Department has a relatively minor responsibility in responding to cyclical fluctuations in the rate of employment growth. Only two programs are relevant as counter-cyclical instruments.

One approach is through immigration policy which can alter the rate and occupational composition of labour force growth, depending on the strength of job opportunities in Canada. Under the present system, a prospective immigrant's occupational skills are assessed, among other factors, in the light of current labour market demand. There is evidence that the policy is at least partially responsible for the declining number of immigrants to Canada during the recent period of rising unemployment rates. In British Columbia the number of immigrants intending to settle in the province has fallen in successive years from over 27,000 in 1967 to under 19,000 in 1971.

A second means of counteracting cyclical fluctuations in the unemployment rate through manpower policy has been pointed out in the Eighth Annual Review of the Economic Council of Canada. As the Council suggests, the Canada Manpower Training Program can be utilized in a counter-cyclical manner to absorb surplus job seekers

during periods of economic recession in order to release a more highly skilled supply of workers onto the labour market when job opportunities improve.

Obviously, these two approaches to counter-cyclical supply adjustment cannot be expected to offset all the effects of variations in the rate of employment growth. Consequently, in light of the downturn of the 1970-1972 period, the Department also undertook a limited role in the area of direct job-creation through the Local Initiatives Program and the Training-on-the-Job Program. Last winter these two programs created just over 10,000 jobs of varying duration in the Pacific Region and appear to have been responsible for the relatively strong employment gains experienced during the first part of 1972. This winter the Direct Employment Programs have funded in excess of 6,700 jobs to date, a figure which should rise above last year's total when the final statistics are in.

The job-creation program is small in relation to the totality of federal government policies designed to control the level of aggregate demand and employment growth in the economy. However, in developing job-creating programs to equate the rate of employment growth to the rate of labour force growth during slack periods, attention must be paid to the needs of the unemployed.

As discussed, the characteristics of the unemployed during 1972 were somewhat unique; heavily weighted with youth, women and an increasing proportion of longer-term unemployed. The Direct Employment Programs are particularly appropriate in meeting the present requirements of these special groups for satisfying and rewarding employment. For many well-educated but inexperienced youth, and women re-entering the labour market after long absence, it also provides much needed job experience.

For those lacking adequate or appropriate skills, the Training-on-the-Job Program is an extension of the large and on-going occupational skill training activities of the Department, helping to prepare individuals for steady employment in future periods of stronger growth.

While the Direct Employment Programs have some application for the disadvantaged, the Department has recognized the need for more intensive and longer term programs for these marginally employable groups. To this end the Local Employment Assistance Program has been developed to provide intensive training and exposure to employment for periods up to three years.

In addition to job creation and special programs for the disadvantaged, the Department is also developing new techniques to speed up the matching of jobs and workers, thereby minimizing the "frictional" or "between-jobs" aspect of unemployment.

Currently under development is the "Job Bank" type of operation which has already been successfully implemented in parts of the United States. Under this system, eventually to be automated, job-ready individuals will be permitted to inspect

all the available job orders in a Canada Manpower Centre. Job seekers can then select those jobs for which they feel qualified, apply to a special referral counsellor who will ensure that their qualifications do indeed meet the employer's specifications and provide them with the employer's name and address for referral. The advantages of this system lie in the fact that more information can be conveyed to a greater number of people with more speed. To ensure that employers are not inundated with solicited applicants, the employer's name is withheld until qualified job-seekers present themselves to the referral counsellor.

As the application and development of a broadened range of manpower programs takes effect, we can expect some alleviation of the severe labour market imbalances of 1972. At the same time, the outlook for 1973 anticipates relief from some of the factors producing the labour market problems of 1972.

At the national level, most forecasts expect a cyclical upturn in the pace of employment growth, largely reflecting strengthening trends in the U.S. economy. In British Columbia, wage contracts in the key industrial sectors are settled until 1974. For the resource based industries, continued strengthening in world pulp and paper markets and rising mineral production in response to the recovery in metal prices will revitalize employment growth in the service producing sectors. As a result, the expected labour force growth of about 40,000 persons should be easily absorbed, with an anticipated reduction in the level of unemployment.

Client Registrations and Vacancies

The monthly record of registered clients and vacancies gives an indication of occupational trends in the labour market. Data for the month of November, 1972, are the most recent available.

Reflecting 1972's weakening labour market, the average number of clients registered as looking for work during the first eleven months of the year stood at 62,691, an increase of approximately 11 per cent from the equivalent 1971 average. Most of the increase occurred in the second half of 1972 as the pace of employment growth slackened.

In the professional, technical and managerial occupations, oversupplies persisted in the market for recent university graduates in architectural and engineering disciplines, as well as in the teaching field. Delays in heavy construction due to industrial disputes in 1972 contributed to the surpluses of architectural and engineering occupations; declining school enrolment at some levels, plus highly specialized training requirements have led to the reduction in job opportunities for teachers.

The combined clerical-sales occupations generally share about one quarter of the total monthly client registrations in the Pacific Region and further, constitute almost one-half of all female registrations. After remaining relatively stable for the first half of 1972, the number of clients registered in these occupations rose sharply in July and remained at a high level for the balance of the year. General office and sales clerks, office appliance operators, messengers and information and distribution clerks all contributed to the increase.

Despite continued shortages of most construction occupations, client registrations in the structural work category also increased as the year progressed. Welders, electricians, carpenters and other construction workers, many lacking appropriate qualifications, were among the occupations responsible for emerging surpluses in this category.

Increased student registrations inflated the miscellaneous group of occupations, reflecting in part, the establishment of additional CMC facilities to service the student population during summer months. There were also, however, strong increases in registrations of truck drivers and in packaging, moving and storing occupations during the latter part of the year.

Other occupational groups in ranking order of client registrations during 1972 were services, machine trades, farming, bench work and processing occupations. All of these groups showed little numerical change from the previous year. Waiters, waitresses, domestic service occupations, hairdressers, chefs and cooks contributed most strongly to occupational surpluses in the service group; underqualified motor vehicle mechanics, millwrights and various woodworking occupations constituted the bulk of machine trade registrations.

On the demand side of the labour market, registered vacancies in the Pacific Region averaged 5,095 during the first 11 months of 1972, some 47 per cent higher than the equivalent average of 1971. Surveyors, registered nurses and a variety of managerial occupations experienced stronger demand in the professional, technical and managerial group. General office clerks, bookkeepers, cashiers, tellers, E.D.P. operators, qualified legal stenographers and commission salesmen enjoyed similar demand strength over 1971 in the clerical sales group.

Service occupations showed the normal seasonal demand upturn during the tourist season, adding to employers' continuing turnover requirements for hostesses and waiters, chefs and cooks, domestic servants and building service workers.

Vacancies in the machine trades for machinery mechanics and repairmen, motorized vehicle repairmen and machinists persisted through the year in the face of continuing surpluses of underqualified clients. This type of situation also prevailed in the structural work group with carpenters, electricians, welders and occupations in excavating, grading and drainage contributing most to the increased demand.

In the miscellaneous occupational group, truck drivers, attendants and servicemen, jobs involving moving and storing materials and packaging and materials handling positions were among the vacancies experiencing steady demand. With a strong lumber market during the year, timber cutting and related occupations shifted into a higher vacancy position.

Farming and processing occupations had fewer vacancies during 1972 and were subject to the usual seasonal influences on labour demand for these groups. Medium demand in the bench work occupations was experienced for assemblers and repairers of electrical equipment, while vacancies for sewing machine operators were somewhat higher throughout the year.

DISTRICT DEVELOPMENTS

Metro Vancouver District

Stimulated by consumer expenditures, construction and export demand the economy of Metro Vancouver in 1972 produced employment gains over 1971. These gains might have been greater if growth had not been hampered by numerous labour/management disputes affecting construction, wood products, manufacturing and shipping. Continued labour force growth also contributed to the high level of unemployment, averaging over 8 per cent of the labour force for the year. In June the unemployment rate reached a peak of 9.5 per cent. A comparable situation prevailed in 1970 when the same industries were involved in collective bargaining.

Extending from early spring to mid-summer, construction industry disputes had the greatest impact on the labour market. These were followed by difficult contract negotiations in the forest industry and a prolonged strike by fallers which curtailed the supply of logs to local manufacturing plants. A longshoremen's strike at the end of the summer required federal legislation to get a return to work. Two of the largest shingle mills still have to settle a dispute that has kept them out of production since the summer contract negotiations. Relatively quiet industrial relations, more like 1971, are expected for 1973.

Partially offsetting the effects of industrial disputes was the steady growth in finance, insurance and real estate, and business services sectors. Increased tourist activity and expanding retail trade in new shopping centres provided more new seasonal and full-time job opportunities. Rising wage offers for competent clerk typists, stenographers and secretaries with recent experience and for waitresses and cooks were evident. Higher turnover rates among these occupations also appeared. About \$12 million was spent on conventions in the Vancouver area during 1972 which is more than half of the provincial total. Trading volume on the Vancouver stock exchange for the year was 50 per cent higher than in 1971 and set a record. A somewhat higher rate of employment growth in 1973 is expected for these sectors with the completion of several new office buildings, shopping malls and major hotels. Two new hotels of one chain alone will need about 900 staff in 30 occupational categories. To meet this need a training-on-the-job program has been established in co-operation with Canada Manpower.

Although affected by strikes and log shortages, wood products manufacturing plants were able to operate at capacity for most of 1972. Reflecting the high rates of housing construction in Canada and the U.S., the demand for lumber was strong. More than half of the local production went to the U.S. Despite the month-long longshoremen's strike, lumber shipments through the ports were up 30 per cent over 1971. In 1972 the price improvement that began in 1971 accelerated to reach the highest level since the peak of 1969. Because of current low inventories at most stages of production and a carry-over of house-building, this strong demand for lumber is expected to be maintained through 1973. Over 14,000 are employed in Vancouver's large (more than 20 employees) wood products manufacturing firms.

Metal fabricating and shipbuilding are two other manufacturing industries that have strengthened during the past year. Since both employ many of the same trades, each is having difficulty recruiting skilled tradesmen. Welders, fitter-welders, pipefitters and layout men are the occupations in strong demand. Foundries have reported that experienced moulders are in short supply. Only in the demand for machinists has there been any noticeable slackening for metal fabricating occupations.

Business services, one of the most important employment sectors in Metro Vancouver, has maintained overall a reasonably strong demand for skilled personnel, with only temporary weakness appearing from time to time in certain fields. There appears to be a lull in the planning of mining and forest industry capital projects which affects employment in local related consulting and other firms providing services to these industries. One exception is the recent increase in the demand for engineers with experience in sawmill design.

With respect to 1972 capital investment in Metro Vancouver, both the number of new projects and funds expended showed a decline from 1971. Investment in multiple dwelling housing during 1972, particularly high-rise apartments, was down considerably from the year before. For 1973, improvements in commercial and transportation facilities and additions to social capital are expected to receive the major share of new investment. Private investment is expected to be lower in 1973 compared to 1972 and 1971. Ocean terminals including additional container handling facilities and expansion of general and special cargo areas in the ports will receive over \$53 million in capital funds. Air Canada will spend \$9.4 million on a new hangar and line maintenance complex that will employ 250. They have also allocated \$1 million for a new air cargo terminal. Another major construction project likely to begin in 1973 is a \$30 million Simpsons-Sears office building and department store complex that would employ from 700 to 1,000 when complete. That company also has plans for a \$10 million store in North Vancouver.

Listed below are the major skill shortages reported by Canada Manpower Centres in Metro Vancouver at year-end. These are selected from the vacancies outstanding for more than 30 days that could not be filled at current rates of pay.

Nurse, general duty and psychiatric	Cook, hotel and restaurant
Legal secretary	Hairdresser
Stenographer	Nurse aide
Key punch operator	Millwright
Insurance salesman	Tailor and seamstress
Housekeeper	Sewing machine operator
	Auto body man

Although the demand for manpower has improved recently, unemployment attributed to natural labour force growth and substantial in-migration continues to present a major problem.

Average unemployment rates for each quarter of 1971 and 1972 compiled from Statistics Canada data on Metro Vancouver are shown below.

	<u>1971</u>	<u>1972</u>
First Quarter	8.3%	8.0%
Second Quarter	7.4%	8.8%
Third Quarter	6.1%	7.6%
Fourth Quarter	6.4%	7.8%

Of those registered for employment with Metro Vancouver CMC's, the largest proportion (22 per cent) are in the clerical group of occupations. About two-thirds of these clients are women, many with minimum skills and lacking the specific experience required by employers. Another 21 per cent of the total are in a miscellaneous category that includes many unskilled production and materials handling workers. Professional, technical and managerial occupations represent 15 per cent of the total without employment, many of whom are recent university graduates seeking management training positions. Other surplus professionals are teachers, librarians, home economists, geologists, zoologists and biologists.

About 12 per cent of those without employment are in service occupations. At this time of the year the hospitality industry reaches a low point which is reflected in larger numbers in food and beverage occupations.

Another 12 per cent "without employment" are in structural occupations. Most job orders for construction trades require highly skilled or experienced workers. Almost half of this group are registered as labourers and are unable to meet these requirements.

Almost half of the number registered for employment in Metro Vancouver are under 24 years of age. This group should benefit from the stimulus given to providing job experience through the Local-Initiatives and Training-on-the-Job Programs. On balance, while employment expanded during 1972, it did not keep pace with the labour force growth.

Vancouver Island District

Optimistic signs in the Vancouver Island area labour market in early 1972 were not fulfilled during the remainder of the year. In fact, the overall unemployment situation deteriorated slightly in 1972 compared to 1971; the Statistics Canada series of unemployment rates for Vancouver Island gives an average for 1972 of 6.7 per cent, up from 6.5 per cent in 1971. An additional dimension is given to this measurement of unemployment when the active involvement of the working age population in the labour market is also considered.

In 1971 the participation rate, which measures the proportion of the population over 14 years of age that actually is in the labour force, averaged 52.7 per cent for

Vancouver Island. During 1972 this proportion dropped slightly to 52.1 per cent, while the rate for British Columbia showed an increase in line with the long-term trend to increased participation. The Vancouver Island picture of lessened involvement in the labour market was most apparent in the summer months of 1972. Participation rates for these months were substantially lower than for equivalent months in the previous two years.

This somewhat stagnant labour market situation which has been delineated by increased unemployment and the slightly lower participation rate of 1972 is, in part, a reflection of the lack of new developments of an industrial, manufacturing and primary sector nature. However, a major influence in shaping this situation in 1972 was the intense impact of industrial disputes in the forest industry on the Vancouver Island economy. This ties in with the slackening of job opportunities late in the second quarter, after the much stronger job market earlier in the year.

The notification of job vacancies to Canada Manpower Centres indicates the levels of job opportunities in the labour market over time; the following table illustrates the sequence of demand in the labour market in the Vancouver Island area during 1972:

Vacancies Notified to Area Manpower Centres
Quarterly Totals

	<u>1971</u>	<u>1972</u>	
1st Quarter	3,645	5,580	
2nd Quarter	5,661	6,902	
3rd Quarter	5,784	5,829	Demand slackening
4th Quarter	4,375	4,199	after 2nd Quarter

Employment in logging and the wood products manufacturing sector fluctuated considerably over the year. Adverse weather conditions delayed logging a little beyond the usual start-up date but strong demand for lumber products led to a build-up of employment early in the year. However, industrial disputes between fallers and the larger forest companies eroded both logging and sawmilling employment by May; and the strike of the International Woodworkers of America in mid-June virtually closed down this industry for two months. Continued disputes with fallers, even after settlement, led to some extreme log shortages during the fall, and to extremely high levels of employment by late 1972 as companies increased production. Good lumber markets are expected to continue well into 1973, especially with Japan re-entering the market to satisfy their demand for housing materials, and employment in this sector is expected to be maintained at good levels through 1973.

The other forest-based industry, the pulp and paper sector, showed some signs of recovery with hiring taking place after mid-year. This total area picture, however, is adversely affected by the closure of the Crown Zellerbach mill at Ocean Falls which was announced during 1972; the final phase-out of this mill is to take place in early 1973. The only labour market stress in this industry continues to be for qualified and

experienced tradesmen. The following have been reported as shortage occupations by Area Manpower Centres throughout 1972: millwrights, electricians, pipefitters and instrument mechanics.

Apart from the forestry based industries, manufacturing employment is a relatively minor facet of the Island economy. However, the shipbuilding industry, through increased activity during 1972, has provided added support to the Victoria economy which is expected to continue into 1973. Manufacturing employment in Victoria will still be adversely affected in 1973 by the planned removal of the Bapco paint plant to the Lower Mainland area.

Mining employment in the total Vancouver Island Area was virtually unchanged at the end of 1972 compared with the previous year; this resulted from divergent developments in different parts of the Island, rather than reflecting a static situation. The Port Hardy Utah Copper Mines, despite reaching its original estimated full work force early in the year, has continued hiring throughout 1972. The present work force at 640 is about 75 above a year ago. Offsetting this growth, the Cominco operation at Benson Lake announced a closure which has been finalized in the last month; approximately 125 jobs have been affected. Although exploration work at the north end of Vancouver Island has continued during 1972, no further developments have been announced. A boost was experienced in the Victoria area by the re-opening of the Jordan River copper mine during 1972; and a \$4.25 million expansion of the quarry on Texada Island will lead to increased employment there by mid-1973.

Record levels in the value of building permits issued were reported during 1972 by most municipalities in the Vancouver Island area. Much of this construction activity was in the residential field and employment in this sector was largely unaffected by the mid-year lock-out/strike of construction trades. Other construction activity during 1972 was concentrated in government supported infra-structure development, mainly the building or renewal of water systems, sewers, roads and some public buildings. Commercial construction during the year included some hotel projects but was mainly of shopping centre developments to serve residential areas in the southern part of Vancouver Island, and the high population growth areas to the north. Additional projects of this type are already planned for 1973, with continued plans for road upgrading in the northern part of the Vancouver Island which suggests that employment in this sector will maintain reasonable levels in 1973.

Service producing industries, including trade, tourism, and a wide range of personal and government services, which have for several years sustained the major part of Vancouver Island's employment growth, did not in general provide the same reinforcement in 1972.

Employment in retail trade expanded to meet the requirements of new shopping centres, but a noticeable shift to the hiring of part-time workers has curtailed this sector's absorption of new labour force members. The usual fall hiring of extra workers for this sector was also dampened, as employers chose to increase hours for part-time staff.

During 1972, most government service areas were subject to stringent cost controls and employment barely changed throughout Vancouver Island. An exception to this was expansion of hospital facilities, mainly in Victoria and Port Alberni, with 1973 developments already underway in the Duncan and Campbell River areas. The recent easing of the educational financing policy should allow for a slight growth of employment in this area in 1973.

The large tourist industry of Vancouver Island serviced a record flow of tourists in 1972, but did not show noticeable employment expansion. This sector and related services, which are dependent on the local population and their incomes, also reacted to the protracted forest industries work stoppages with some retrenchment of job opportunities in the second half of the year. Sustained employment is anticipated in the base industries of Vancouver Island throughout 1973, which should support increased service employment but gains are not expected to be as large in 1973 as in previous years as these industries continue to operate under considerable cost pressures.

Although a good increase in job opportunities is anticipated in 1973, the dimensions of the unemployment situation cannot be expected to change extensively during this year. Vancouver Island is still experiencing fairly high labour force growth and this, combined with the carryover of high unemployment from 1972, places an inordinate pressure on the job creation capacity of the local economy.

Okanagan-Kootenay District

During the past year the District's population, presently estimated at 385,000, rose by approximately 21,000, equivalent to a growth rate of 6 per cent per annum, well above the 3.6 per cent annual rate recorded between 1966 and 1971. However, the rate of growth during 1972 varied greatly between individual areas, ranging from a peak of approximately 10 per cent in the Central Okanagan and Greater Kamloops areas to about 7.5 per cent in the East Kootenays, 4.5 per cent in the North Okanagan and down to an estimated 2 to 3 per cent in the West Kootenays and South Okanagan-Boundary areas.

District employment rose by about 10,000, continuing the rapid rate of growth of approximately 7 per cent per annum. However, a comparable expansion in the District's labour force, due in large measure to the continuing influx of new entrants into the work force from outside the District and to increased female participation, largely offset the employment gains. The unemployment level again averaged over 7 per cent during 1972 in the Interior Districts of B.C., ranging from 8 to 10 per cent in the winter months, subsequently dropping to 5-6 per cent during the summer and fall period.

As in 1971 unemployment was most acute in the 14-24 age group. Approximately 45 per cent of clients registered for employment at CMC's fell within this age bracket. However, new facilities and initiatives instituted in connection with the Department's summer student program appear to have been moderately successful throughout the

District in combating unemployment in this group during 1972, particularly for those in attendance at colleges and universities.

Above normal residential building activity, a good level of institutional, highway, public works and commercial construction, continued growth in lumber manufacturing and logging, recruiting of staff for the Weyerhaeuser pulp mill expansion and for three new major surface mines provided the main impetus to the high rate of employment growth during 1972. Expansion of hotel-motel and restaurant capacity at Kamloops, Vernon and Cranbrook, hiring of staff for new retail outlets at the Orchard Park Shopping Centre at Kelowna and recruiting of orchard labour to harvest the important Okanagan tree fruit and grape crop added further strength to employment during the last half of the current year.

Union contracts in the key construction, forest and mining industries came up for renewal during 1972. Wage settlements ranged from 15 per cent up to 24 per cent above prevailing base rates, spread over a two-year period. In sharp contrast to 1970, contraction in District employment attributable to labour disputes were minimal during the current year.

Rapid growth in the District's economy during 1972 was reflected in substantially increased employment activity at CMC's in the Kamloops, Okanagan and Kootenay areas. Vacancies listed by employers at the various offices during the current year, excluding agricultural help, exceeded the 1971 total by 24 per cent. Strong gains were recorded in logging, mining and the service producing industries, especially trade, accommodation, food and personal services associated with expansion of shopping and tourist facilities. In addition, requirements for farm and ranch help almost doubled in 1972, due primarily to a sharp rise in demand for seasonal farm labour to harvest a substantially larger tonnage of tree fruit and grape crops in the Okanagan.

Strong demands for workers in mining, construction and forest based industries prevailed during most of 1972. Shortages persisted throughout much of the year for underground coal miners, fallers, log loaders, skidder operators, millwrights, saw filers, lumber graders, planermen, heavy duty and maintenance mechanics. Recruiting by Fording Coal for the new open pit coal mine in the Elk River Valley further intensified the chronic shortage which has prevailed since 1970 in the Fernie-Sparwood area for engineering equipment mechanics, electricians and heavy equipment operators. An acute shortage of welders also developed here during the last half of 1972.

In the service producing classifications demand was also fairly active during 1972 particularly in the trade, finance and hospitality industries. The availability of students during the seasonal tourist peak generally relieved the pressure for workers required by establishments catering to travellers. However, shortages for waitresses and cooks became quite acute at restaurants and hotels in smaller or more isolated communities, and at the larger centres turnover was quite high, generally above the level of 1971.

Other noteworthy occupations in short supply in the service oriented industries included bank tellers, legal secretaries and stenographers, live-in housekeepers, licensed

cosmetologists and hair stylists, television and appliance repairmen, draftsmen, engineers, nurses and related medical and health personnel. In addition, a shortage of certified automobile mechanics persisted almost continuously during 1972. The imbalance in this occupation appeared to be more severe than in 1971 and prior years.

New clients registering for employment at CMC's averaged 5,240 per month during 1972, up more than 40 per cent over 1971. In addition, revival of lapsed client registrations exceeded 2,500 per month during the current 12-month period, almost 10 per cent above that of the previous year.

Although employment opportunities in the District expanded at a rapid rate during 1972, the sharp rise in the flow of clients into the labour force maintained, and in some cases augmented the already existing over-supply of clients seeking work in occupations such as secretaries, stenographers, office clerks and related, sales clerks, hospitality and unskilled labour occupations. During the last half of 1972 a growing surplus of clients developed in the educational and social welfare field, a sharp reversal in the trend that prevailed in prior years.

On the basis of information currently available, the outlook for the District is quite promising, indicating at least a 5 per cent increase in the level of employment during 1973. A continued high level of activity in construction, especially in the residential sector, further expansion in the accommodation, food services, trade, real estate and finance sectors, and establishment of new manufacturing facilities in the Kootenays, induced in part by the Department of Regional Economic Expansion program, should sustain the current expansion of the District's work force. A brief review of the employment picture projected for the more important industries follows.

A sharp increase in the demand for seasonal farm labour is forecast for 1973 to harvest a significantly larger volume of tree fruits and grapes in the Okanagan. Preliminary 1973 crop estimates prepared by the provincial Department of Agriculture forecast close to a 50 per cent increase in the tonnage of both apples and cherries. Seasonal work in packing houses and processing plants should also extend over a longer period than in both 1971 and 1972.

Continued expansion of the work force in the forest based industries, primarily in logging, is projected for 1973. However, growth will probably be at a slower pace than in the previous two years when several large operations renovated mills and increased productive capacity. Addition of plywood manufacturing capability by Balco Forest Products at Kamloops will add about 100 employees by mid-1973. Approximately 200 more workers will also be required by wood manufacturing plants located in the Nelson, Revelstoke and Penticton areas by the end of the coming year.

Little change in total mining employment is expected to develop during 1973. Re-opening of Cominco's Hudson Bay operation near Nelson and commencement of production at the Kamad Silver property east of Kamloops will create about 150 new jobs, but possible closure of two operating mines in the Nelson area would offset these gains. If copper prices improve during 1973, as presently forecast, the O.K. Syndicate

would probably resume work at their underground copper mine southwest of Kamloops which employed about 100 persons prior to closure at the end of the coming year.

Growth in manufacturing employment, exclusive of the forest industry, could create up to 500 new plant jobs in the District during 1973, primarily in the Grand Forks, Trail, Nelson and Cranbrook areas, induced in part by the Incentives Program of DREE. Opening of a new recreational vehicle manufacturing establishment at Oliver should create approximately 100 new production jobs in the Penticton area by fall of 1973.

A further increase in residential, commercial, institutional, highway and public works construction projected for 1973 is expected to boost the current employment level in this industry. Several major residential developments presently underway or scheduled to commence during 1973 should expand employment opportunities for non-union carpenters and tradesmen, especially at Kamloops and the Okanagan areas. In addition, build-up of crews on the Kootenay Canal project, a possible increase of the work force on installation of transmission lines to carry power from Mica, north of Revelstoke, to the Lower Mainland could create up to 1,000 more jobs during the coming year.

Several hundred more workers will be required, probably by mid-summer, if plans to erect major new shopping centres at Kamloops, Vernon and Penticton proceed as announced. In addition, renovation and expansion of wood manufacturing facilities by Crown Zellerbach Canada Ltd., started in 1972 in the Kelowna and Vernon areas, should provide employment for at least 100 more construction workers. Additional impetus could develop if large scale mining and ore processing projects proposed for the Kamloops and Cranbrook-Fernie areas proceed as anticipated. Over one thousand persons could be working at these sites by year-end if one or more projects under consideration get underway during the year.

Employment growth in retail trade and the hospitality industry is expected to dominate expansion in the District's service producing sectors during 1973. Projected opening of new or enlarged shopping centres in the vicinity of Kamloops, Vernon, Kelowna, Salmon Arm and Cranbrook should create several hundred more job opportunities in this industry during 1973. Additional hotel and motel accommodation planned for the Kamloops, Vernon, Kelowna and Cranbrook areas alone should create at least 500 new jobs for workers in the District's fast growing hospitality industry. Moderate employment gains are also projected in transportation, banking, real estate, education, health and welfare, business services and public administration to service the needs of the District's rapidly growing population.

The present strong demand for workers in the construction and forest industries is expected to prevail during 1973. As in 1972, shortages are likely to persist throughout much of the year for fallers, log loaders, skidder operators, millwrights, saw filers, lumber graders, planermen, heavy duty and maintenance mechanics. Non-union carpenters and tradesmen could also be in short supply, especially during the peak construction season.

Although demand for mine workers is not expected to intensify during 1973, the shortage of engineering and maintenance mechanics, electricians, welders and heavy equipment operators for the District's two major surface coal operations in the Fernie-Sparwood area is likely to persist during the coming year. The isolated location and lack of accommodation at these sites is a major deterrent in recruiting and holding employees, especially at the Fording operation north of Sparwood. Plans by this company to provide additional housing facilities may ease the pressure to some degree during 1973.

In the service producing categories demand is expected to be fairly active again in 1973, particularly in the trade, finance and hospitality industries. As in 1972 shortages for waitresses and cooks are likely to develop during the summer months at restaurants and hotels in smaller or more isolated communities, where lack of suitable accommodation is often a drawback in recruiting help.

Other occupations in service oriented industries which will probably continue to be in short supply include bank tellers, legal secretaries and stenographers, live-in housekeepers, licensed cosmetologists, and hair stylists, certified auto mechanics, television and appliance repairmen, draftsmen, nurses and related medical and health personnel.

The heavy flow of clients into the District both from within and outside the province will likely continue during 1973. As in 1972 employment expansion is expected to barely keep pace with growth in the labour force, and in consequence the unemployment rate should again approximate 7 per cent. Occupational surpluses will probably be little changed from that of the past year. Secretaries and stenographers, office clerks and related, sales clerks, hospitality and unskilled labouring occupations can be expected again to remain in substantial over-supply during the coming year.

North-Central District

Labour market conditions in 1972 exhibited marked improvement over 1971, in spite of a relatively weak performance during the fourth quarter. In the first six months of 1972 employment expanded at about a 7 per cent rate but after mid-year rate of growth faltered. For 1972, as a whole, employment gained perhaps 6 per cent.

Vacancies notified to CMC's rose almost 40 per cent over 1971 even with a weakened last half performance. In the first half of 1972, clients seeking employment were marginally less than in 1971, but a large fourth quarter increase in registrations pushed the average month-end count of clients slightly above the 1971 average. Weighed against an estimated labour force growth of 6 per cent, the slow increase in numbers of clients indicates an improvement in labour market conditions.

Characteristics of clients have changed slightly since 1971. In 1972, women comprised nearly 40 per cent of month-end client registrations, up almost 5 per cent over 1971. This change provides further evidence of increased female participation in the labour force. Relatively high unemployment rates among the youth were indicated

by the age distribution of clients. Fifty per cent of total month-end clients were under 25, but the 15-24 age group comprises less than twenty per cent of the District labour force, as in 1971.

Other imbalances were apparent in 1972. Strong demand for lumber generated rapid growth in wood products manufacturing. Activity was restricted by log shortages caused by wildcat strikes of coastal fallers, by an I.W.A. strike, and by poor weather. In the fourth quarter, two sawmills were destroyed by fire. However, by September, 1972 shipments of dressed lumber were up 25 per cent from the same period in 1971. Fifteen new mills were under construction in 1972, and expansion of some existing facilities was also undertaken. Peak employment in sawmills and planermills in the District was in excess of 10,000. This rapid growth created shortages of millwrights, lumber graders, saw operators and other skilled tradesmen. Turnover of personnel remained very high.

In the primary forestry sector, the effects of strikes and poor weather were clear. The Prince Rupert area was most severely hit by strikes; volume of timber cut during the year was less than produced in 1971. In the Prince George area gains were recorded but the District total was 4 per cent below the 1971 cut. Curtailment of activity in the third quarter intensified the demand for logs later. Shortages of skilled equipment operators, mechanics, and experienced loggers became more acute.

Employment in the forestry and the wood products manufacturing sectors is expected to show continued growth in 1973. The demand for lumber remains strong, paper prices are rising, and the industry faces depleted inventories at all levels. Several of the mills under construction in 1972 will not become fully operational until mid-1973. Two major expansion projects are planned in the Peace River area, and another is expected in Williams Lake. Construction of a veneer mill near Vanderhoof is also possible in 1973. Employment growth in the lumbering industry will be marred by persistent shortages of workers with the specialized skills currently in short supply, although the problem will be alleviated somewhat by training programs and other services provided by Manpower.

Employment in the mining sector was buoyed by hiring at new mines near Williams Lake (Gibraltar), Houston (Bradina), and on Babine Lake (Bell Copper). Expansion of Granisle Copper also contributed to employment gains. Layoffs at Endako and at Kitsault (B.C. Molybdenum Ltd.), and a strike at Tasu (Westfrob) restricted employment growth in this sector. Rising metal prices and current development work suggest that the industry may move into a period of more rapid expansion in 1973. Drilling activity in the Monkman Pass area provides optimism for increased petroleum extraction. The most promising development is the Coalition Coal operation near Chetwynd which could come on stream in 1973. Bulk shipment of the Sukunka coal may be affected by the current controversy over the most suitable port to handle output and uncertainty about impending tax legislation may also delay this and some other expansion. But strengthening markets assure employment growth in 1973. Shortages of some skills were experienced in 1972, and are expected in 1973. As in lumbering, the excess demand is for particular skills. Supplies of mill mechanics, other

experienced tradesmen, and experienced underground miners may be insufficient to fill demand generated by this sector.

Food products manufacturing capacity was expanded with the construction of new fish processing plants at Massett (crabs and clams) and in the Skeena Valley (herring roe), but destruction by fire of the Canadian Fishing Co. cannery at Prince Rupert offset all employment increases generated by the new plants. Reconstruction of this cannery before the 1973 fishing season is possible. Construction of another cannery at Port Simpson in 1973 depends upon funding.

Employment in paper and allied products manufacturing was increased by 570 with the opening of Cariboo Pulp and Paper's plant at Quesnel and the B.C.F.P. pulpmill at Mackenzie. Employment gains in 1973 will be much smaller as increasing demand is met by more fully utilizing existing mill capacities. Shortages of millwrights, electricians, plumbers and pipefitters experienced in 1972 will probably not be so severe in 1973. Some of the excess demand has been filled by importing the skills, and the completion of the construction of the new mills increased the supply of other skills available.

Construction for the private sector fell marginally in 1972. Over the first three quarters, residential construction was down slightly from levels established during the same period of 1971 and new industrial construction was down nearly 20 per cent in real terms. Carry-over of pulp mill and mine construction from 1971 limited the negative effects on employment of these reductions. The construction dispute in the second quarter delayed some projects, but by the third quarter the pent-up demand was released. A sharp increase in commercial construction offset much of the decrease noted. A very large increase in construction of institutional and government facilities also contributed to an overall increase in construction activity of approximately 5 per cent. The greatest growth, in absolute terms, was experienced at Quesnel, where gains were concentrated in commercial, institutional and government construction. Activity in this sector contributed to shortages of welders, electricians, plumbers, and pipefitters and some other building tradesmen.

Improvement and extension of transportation facilities was a significant source of construction employment in the District. Extension of the B.C. Railway line from Fort St. James to Dease Lake, upgrading of major highways, and opening of the Stewart-Cassiar road highlighted activity in this sector. The British Columbia Railway construction underway will continue through 1973, as will much of the highway upgrading. Transportation proposals which could begin in 1973 include the Skagway-Carcross road, the Fort Nelson-Nelson Forks rail extension, and development of the port of Prince Rupert.

The flow of vacancies notified to District CMC's for jobs in the trade and service sectors were nearly 50 per cent larger than those realized in 1971. This very fast growth was supported by continued diversification of the District economy and by the tourist industry. The pace of expansion resulted in seasonal shortages of cooks and waitresses in the hospitality sector and contributed to increased shortages of

professional, technical and managerial personnel, and of clerical and sales staff. The boom in commercial construction in 1972 indicates that employment growth in the trade and service sectors will remain high in 1973. Shortages evident in 1972 will probably recur.

Public administration and defence employment grew nearly as fast as trade and services in 1972, and probably contributed to clerical and professional, technical, and managerial shortages.

The shortages of skilled or experienced workers were generally accompanied by surpluses of job seekers with limited skills and little experience. Even when skills offered and demanded matched, imbalances existed because of disagreement over wages or working conditions. Various employers in the District resorted to training and upgrading employees, providing better accommodation and increasing wages to attract a suitable work force. In some cases women were offered jobs traditionally held by male employees. However, inflows of unskilled transient workers and excessive demands created by rapid but uneven growth will continue to generate similar imbalances throughout 1973.

CMC Whitehorse

The reduction in activity usually experienced in the fourth quarter was restrained by unseasonably mild weather. The closing quarter thus contributed to further employment gains over the 1971 experience. Limited information currently available indicates that average employment in 1972 will exceed the 1971 average by at least 7 per cent. Very rapid growth was particularly noticeable in the tertiary industries, as the Yukon economy continued to diversify and mature.

Although mining output increased in value by 27 per cent to \$120 million in 1972, the industry's relative importance as a direct employer waned. Growth of jobs did not parallel growth in output value, and other industrial sectors experienced more rapid rates of employment growth. Employment in the mining sector was bolstered by the development of the Wellgreen mine and the Whitehorse Copper mine. These new developments added about 150 new mining jobs in 1972. The Cassiar Asbestos Corporation cutback of 45 men at Clinton Creek in December partially offset this growth.

The mining industry's demands for mine machinery mechanics, heavy duty mechanics, and electricians were not fully satisfied in 1972. Some of these shortages of skilled workers may be satisfied in early 1973 when the Wellgreen mine closes, and releases about 95 employees. Further expansion of Whitehorse Copper may also absorb some of this impending supply. No other major mines are anticipated in 1973, although exploration activity along the Yukon-Mackenzie border may indicate economically viable reserves for later utilization.

Both the public administration sector and the service sector provided growth of employment more rapid than evidenced in mining. The three levels of government now

provide more than 20 per cent of the jobs in the Yukon Territory, thereby becoming the most important sector in terms of employment. Employment by the Territorial government rose most rapidly, partly because of a shift of responsibilities from Federal to Territorial jurisdiction. Growth of the public sector contributed to shortages of clerical staff also evident in other industries.

Very rapid growth in the service sector, particularly in the hospitality industry, may well have pushed this sector to second rank in total employment in the Yukon Territory. Much of the increase is directly attributable to the swelling tourist trade. Seasonal shortages of cooks, waitresses, and chambermaids were common throughout the Territory. These shortages could be greater in 1973 due to the record construction of commercial tourism facilities in 1972. Five major projects added over 140 accommodation units alone. The Yukon hospitality sector may seek more than 150 additional employees in 1973. Continued demands for experienced help, and low pay scales may aggravate the imbalances already experienced. Recent minimum wage legislation in British Columbia may make the Yukon relatively less attractive to transient workers who might otherwise fill much of the increased demand.

In other parts of the service sector shortages have been light and limited to a few highly skilled occupations. Nurses, appliance repairmen, and mechanics are among the occupational groups which have been in short supply in 1972.

The transportation industry ranked fourth in terms of employment in 1971 but growth of jobs in this sector depends heavily on mineral output, and dependence is weaker than in the past. Now, a great deal of employment in transportation stems from demand derived from activity in other tertiary sectors. However, the reduction of output by Cassiar Asbestos did dampen growth of employment in the transportation sector. Further cutbacks will follow closure of the Wellgreen mine.

In spite of a broader demand for transportation, the sector has a relatively slow growth and it declined to fifth ranking in terms of employment in 1972.

Record construction levels were favourably augmented by good weather in the fourth quarter. Many major projects reached the "closed in" stage, thereby permitting continuation of activity through much of the winter. Average monthly employment in this sector could easily exceed the peak of 1,400 established in 1969. This represents a spectacular gain over the trough year of 1971 when average monthly employment was approximately 800 persons. The rapid growth generated a strong demand for experienced tradesmen that resulted in some skill shortages. The supply of unskilled or semi-skilled labour was more than adequate.

The construction industry may be able to maintain employment at the level achieved in 1972 but will certainly not be able to maintain the growth rate. Although some of the activity will carry over into the new year, most of the major projects should be completed by the end of the second quarter. Work on the Territorial capital building will continue through 1973, and at least one major row housing development is expected. Continued, but slower growth of hospitality industry facilities will also

provide continuing employment. Construction of the proposed Skagway-Carcross road is another source of potential employment for Yukoners. The Aishiak River power development is a more remote possibility, as it is currently delayed for further study.

Rapid growth of the Yukon population, and a record year for tourist expenditures spurred activity in the trade sector also. A major additional commercial complex was constructed in Whitehorse: the Quanlin shopping mall. Some shortages of experienced clerical and sales personnel were encountered in 1972.

Employment in the trade sector makes up less than 7 per cent of the total for all industries, and has a history of slow, relatively stable growth. This pattern is expected to continue through 1973. Only seasonal shortages of experienced personnel are expected.

1972 was a year of employment growth in the Yukon that was more rapid than anticipated for 1973. It is important to note that two types of imbalances existed in the labour market in 1972. The excess demand for some skills which are in short supply was perhaps a result of the expansion. But excess supplies of job seekers without special skills or experience were not absorbed in the market. If growth is slower in 1973, there is a good chance that the shortages will be less severe, and a strong probability that unskilled transient labour will remain in surplus.

STATISTICAL APPENDIX

LABOUR MARKET BY OCCUPATION

- Client Registrations
- Vacancies Registered

INDUSTRY INDICATORS

- General Economic
- Forestry
- Construction
- Mining
- Trade

Table A-1
REGISTERED CLIENTS WITHOUT EMPLOYMENT
BY CANADA MANPOWER CENTRE

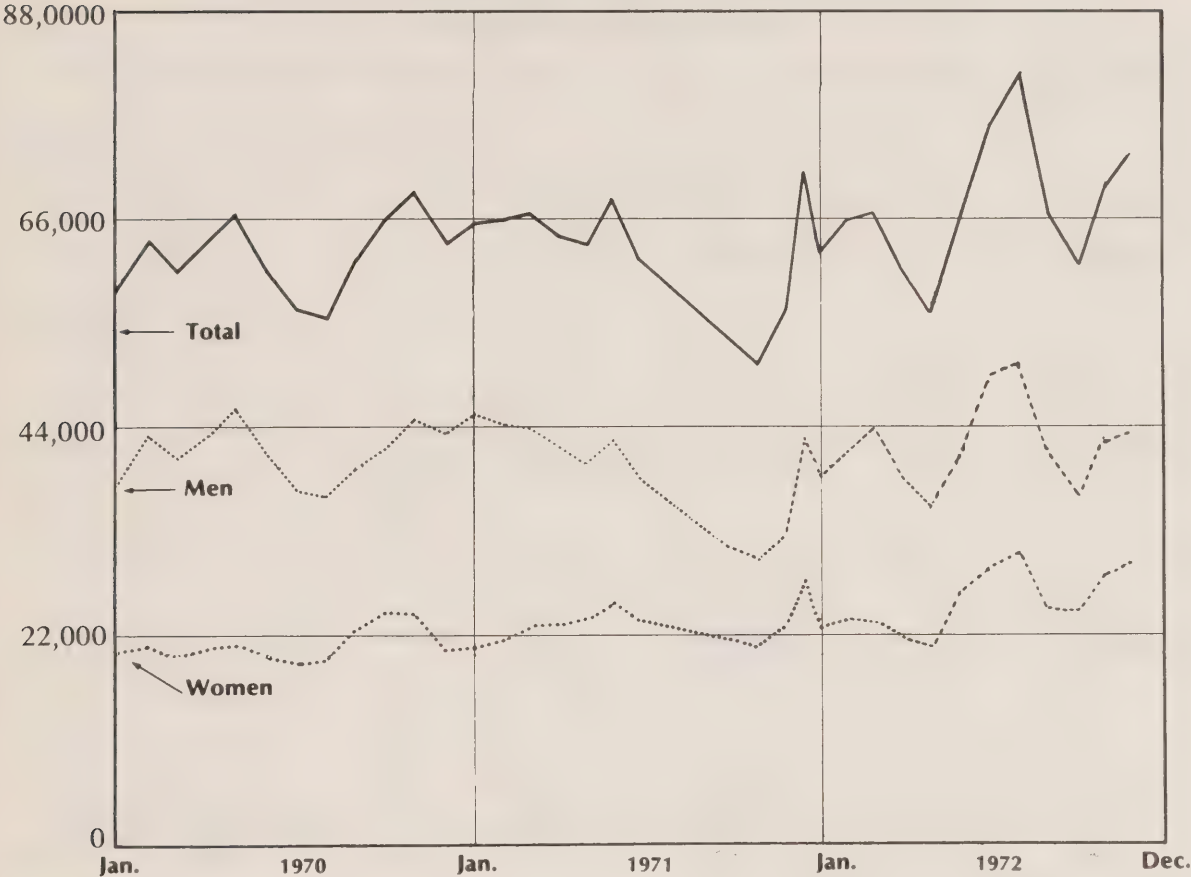
PACIFIC REGION, NOVEMBER 1972 (MONTH-END)

CMC Area	Clients	CMC Area	Clients
Abbotsford	1,690	Port Alberni	1,228
Campbell River	1,015	Powell River	834
Chilliwack	2,442	Prince George	3,096
Courtenay	1,723	Prince Rupert	1,256
Cranbrook	1,578	Quesnel	967
Dawson Creek	926	Terrace	1,087
Fort St. John	971	Trail	1,203
Kamloops	1,392	Vancouver Metro	31,524
Kelowna	2,808	Vernon	2,314
Nanaimo	2,813	Victoria	8,154
Nelson	1,127	Whitehorse	579
Penticton	2,142	Williams Lake	537

Note: Care must be exercised in the use and interpretation of the operational data from Canada Manpower Centres. Statistics on the number of persons registered at CMCs do not constitute an adequate measure of the number of unemployed. The only official measure of unemployment and of the rate of unemployment is from the Labour Force Survey conducted by Statistics Canada.

Source: Department of Manpower and Immigration.

Chart A-1
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION, 1970-1972



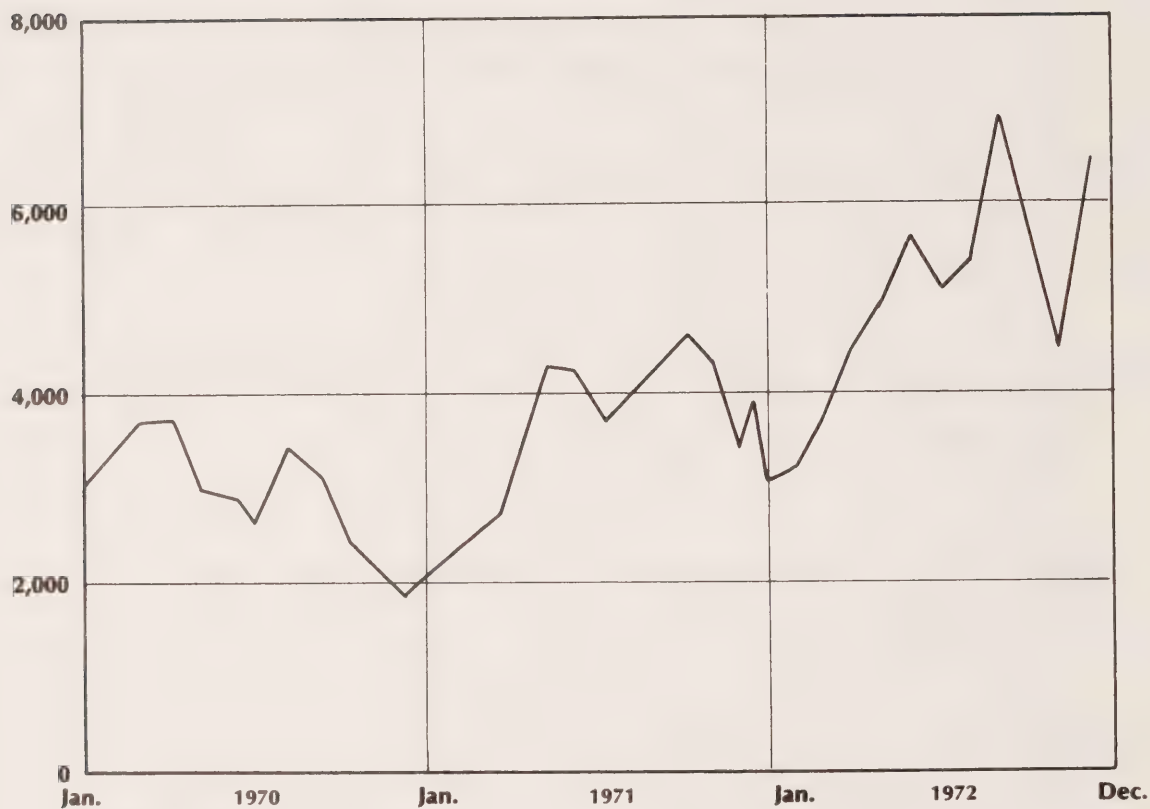
Source: Department of Manpower and Immigration.

NOVEMBER 1972 (MONTH-END)

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	4,595	10.6	2,473	8.3
Clerical-Sales	4,735	10.9	16,284	54.5
Services	3,824	8.8	7,116	23.8
Farming, Fishing, Forestry and Related	1,283	2.9	279	0.9
Processing	629	1.4	779	2.6
Machine Trades	3,381	7.8	51	0.2
Bench Work	687	1.6	386	1.3
Structural Work	12,070	27.7	34	—
Miscellaneous	10,206	23.5	1,008	3.4
Not Specified	2,105	4.8	1,481	5.0
Total	43,515	100.0	29,891	100.0

Source: Department of Manpower and Immigration.

Chart A-2
MONTH-END VACANCIES
PACIFIC REGION, 1970-1972



Source: Department of Manpower and Immigration.

NOVEMBER 1972 (MONTH-END)

	Total Vacancies	
	Number	%
Professional, Technical and Managerial	607	9.5
Clerical-Sales	1,703	26.6
Services	1,824	28.5
Farming, Fishing, Forestry and Related	72	1.1
Processing	86	1.3
Machine Trades	534	8.4
Bench Work	178	2.8
Structural Work	643	10.1
Miscellaneous	748	11.7
Total	6,395	100.0

Source: Department of Manpower and Immigration.

Table A-2
GENERAL ECONOMIC INDICATORS – BRITISH COLUMBIA

				Percent Change	
	Unit	Latest Month	Amount	Previous Month	Latest Month 71/72
*EARNINGS AND HOURS WORKED					
Wages and Salaries	\$ per week	November	171,45	—	+ 8.1
Average Earnings	\$ per hour	November	4.69	+ 2.0	+10.4
Average Hours	Number	November	37.4	- 2.1	- 2.1
PRODUCTION					
Value of Factory Shipments	\$'000	October	402,900	+ 7.4	+14.3
Lumber Sawm	M.f.b.m.	November	860,100	+ 0.9	+ 6.9
Paper Production	Tons	October	171,500	+14.3	+ 2.5
Pulp Production	Tons	October	444,700	+14.7	+12.4
Fish Landed	\$'000	December	271	-115.4	+ 4.2
INTERNAL TRADE					
Retail Sales	\$'000	October	352,900	- 1.7	+ 7.3
Electric Power	Million kwh	October	2,817	+ 5.5	+ 8.2
Sales of Life Insurance	\$'000	September	78,660	+ 8.2	-15.8
Gasoline Consumed	'000 gal	September	61,500	-14.0	+ 2.8
Tourist Permits	Number	October	78,200	-35.1	- 8.9
CONSTRUCTION					
Building Permits	\$'000	September	104,200	+29.1	+29.4
Housing Starts	Units	November	1,964	-22.7	**
Housing Completions	Units	November	2,132	+ 1.2	**
EXTERNAL TRADE					
Exports through B.C. Ports	\$'000	October	312,500	+55.6	+59.7
Imports through B.C. Ports	\$'000	September	125,800	- 9.5	+18.3
INDEXES					
Vancouver Consumer Price Index	Index	December	134.3	+ 0.6	+ 3.8
B.C. Index of Employment (Industrial Composite)	Index	November	152.3	- 1.4	+ 3.7

*Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

**Year to year data not comparable.

Source: Statistics Canada, Ottawa.
Bureau of Economics and Statistics, Victoria.

Table A-3
ECONOMIC INDICATORS – B.C. FOREST INDUSTRY

					Year to Date	
	Unit	Latest Month	Amount	Change 71/72 %	Amount	Change 71/72 %
PRODUCTION						
Timber Scaled	M.cu.ft.	October	187,014	- 10.9	1,508,295	- 5.5
Lumber Sawn	M.f.b.m.	November	860,100	+ 6.9	8,723,300	+5.9
Plywood Production	M.sq.ft. 3/8"	August	174,800	+19.6	1,258,700	+3.0
Paper Production	Tons	October	171,500	+ 2.5	1,540,600	- 5.0
Pulp Production	Tons	October	444,700	+12.4	4,046,200	+0.9
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	July ^(P)	183.21	+ 0.5		
Saw, Shingle and Planing Mills	\$ per week	July	171.49	+ 6.9		
Veneer and Plywood Mills	\$ per week	July	165.50	+ 6.5		
Pulp and Paper Mills	\$ per week	July	213.22	+10.7		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	July	4.73	+11.3		
Veneer and Plywood Mills	\$ per hour	July	4.75	+14.2		
Pulp and Paper Mills	\$ per hour	July	5.55	+13.0		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	July	34.8	- 4.1		
Veneer and Plywood Mills	Hours	July	32.9	- 8.6		
Pulp and Paper Mills	Hours	July	37.0	- 0.5		
EMPLOYMENT INDEX (1961 = 100)						
Forestry	Index	July	101.7	- 25.5		
Saw, Shingle and Planing Mills	Index	July	104.8	- 14.7		
Veneer and Plywood Mills	Index	July	98.0	- 18.9		
Pulp and Paper Mills	Index	July	170.7	+ 0.4		

(P) Preliminary

Source: Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Man-Hours and Hourly Earnings, Statistics Canada, 72-003.
Bureau of Statistics, Victoria.

Table A-4
ECONOMIC INDICATORS — B.C. CONSTRUCTION

	Unit	Latest Month	Amount	Change 71/72 %	Year to Date	
					Amount	Change 71/72 %
Building Permits	\$'000	September	104,200	+29.4	663,800	+5.5
Housing Starts	Units	November	1,964	*	—	—
Housing Completions	Units	November	2,132	*	—	—
AVERAGE WAGES AND SALARIES						
Building	\$ per week	July ^(P)	217.56	- 3.1		
Engineering	\$ per week	July	290.34	+ 2.9		
AVERAGE EARNINGS						
Building	\$ per hour	July	6.53	+ 3.5		
Engineering	\$ per hour	July	6.11	- 0.3		
AVERAGE WEEKLY HOURS						
Building	Hours	July	35.4	- 4.6		
Engineering	Hours	July	42.5	- 1.4		
EMPLOYMENT INDEX (1961 = 100)						
Building	Index	July	118.6	-47.0		
Engineering	Index	July	173.0	+12.3		

(P) Preliminary

*Year to year data not comparable.

Source: Building Permits, Statistics Canada, 64-001.

Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.

Man-Hours and Hourly Earnings, Statistics Canada, 72-003.

Canadian Housing Statistics, C.M.H.C.

Table A-5
ECONOMIC INDICATORS – B.C. MINING INDUSTRY

	Unit	Latest Month	Amount	Change 71/72 %	Year to Date	
					Amount	Change 71/72 %
PRODUCTION OR SHIPMENTS						
Copper Shipments	'000 lbs.	September	48,543	+112.8	312,522	+56.5
Molybdenum Shipments	'000 lbs.	September	2,066	- 11.6	18,712	-16.6
Lead Shipments	'000 lbs.	September	15,783	- 36.5	133,665	-26.6
Zinc Shipments	'000 lbs.	September	28,344	+ 3.8	197,398	- 8.2
Crude Oil Production	'000 bbl.	September	1,945	- 6.6	18,031	- 5.0
Natural Gas Production	M.cu.ft.	September	32,682	+ 43.2	319,027	+32.3
*EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	July	201.93	+ 8.1		
Average Earnings	\$ per hour	July	5.15	+ 8.4		
Average Weekly Hours	Hours	July	38.2	- 0.5		
*EMPLOYMENT INDEX (1961 = 100) Index						
		July	173.8	+ 3.2		

*Earnings and Hours Worked and the Employment Index are for mining including milling.

Source: Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Man-Hours and Hourly Earnings, Statistics Canada, 72-003.

Table A-6
ECONOMIC INDICATORS – B.C. TRADE

					Year to Date	
	Unit	Latest Month	Amount	Change 71/72 %	Amount	Change 71/72 %
TRADE						
Exports through B.C. Ports	\$'000	October	312,500	+ 59.7	2,610,900	+13.7
Imports through B.C. Ports	\$'000	September	125,800	+ 18.3	1,309,300	+33.0
Exports through Vancouver	'000 tons	October	2,692	+ 21.3	23,872	+ 0.4
Imports through Vancouver	'000 tons	October	669	+ 12.1	5,706	- 5.7
Retail Sales	\$'000	October	352,900	+ 7.3	3,279,700	+13.0
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	July	166.03	+ 9.8		
Retail	\$ per week	July	119.99	+ 6.2		
EMPLOYMENT INDEX (1961 = 100)						
Wholesale	Index	July	152.5	+ 5.5		
Retail	Index	July	166.4	+ 7.5		

(P) Preliminary

Source: Retail Trade, Statistics Canada, 63-005.
Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES – PACIFIC REGION

Abbotsford	2111 McCallum Road	853-1112
Ashcroft	402 Brink Street	453-2221
Burnaby	4940 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	P.O. Box 367	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 – 104th Avenue	782-5877
Duncan	250 Craig Street	748-8111
Fernie	492 Third Avenue	423-6621
Fort St. John	10071 – 101st Avenue	785-6166
Fort Nelson	P.O. Box 596, Sikinni Building	774-2727
Hope	777 Fraser Street	869-5722
Houston	P.O. Box 730	845-2934
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Mission City	7100 Horne Avenue	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	138 West Third Avenue	624-6971
Princeton	Bridge & Kinley Street	295-3934
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	563 Number 3 Road	273-6431
Surrey	10072 King George Highway	588-5981
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253

CANADA MANPOWER CENTRES — PACIFIC REGION

Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	545-2125
Victoria	1415 Vancouver Street	385-6711
Whitehorse	101 Federal Building	667-4238
Williams Lake	99 Second Avenue	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	King Edward Centre, 961 West 12th Avenue	731-4614
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Vocational Institute, 250 West Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

MANPOWER INFORMATION AND ANALYSIS BRANCH

District Economists		
Kamloops	North-Central District Suite 203 — 611 Lansdowne Street	372-2584
Kamloops	Okanagan-Kootenay District Suite 203 — 611 Lansdowne Street	372-2584
Vancouver	Vancouver Island District 1444 Alberni Street	666-1134
Vancouver	Metro Vancouver District 1444 Alberni Street	666-1133
Regional Economist		
Vancouver	1444 Alberni Street	666-1135
Vancouver	Assistant Regional Economist 1444 Alberni Street	666-1131

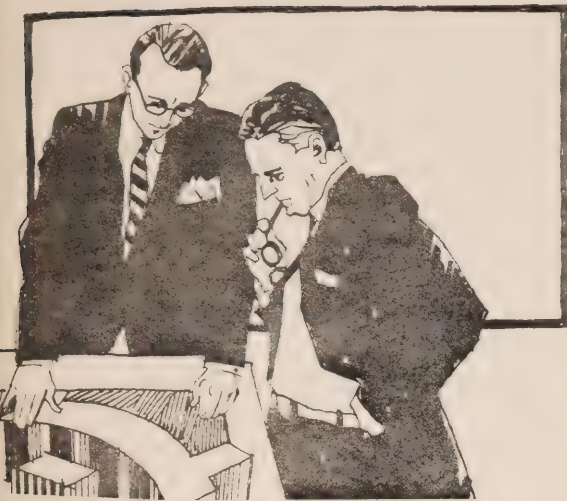
CANADA IMMIGRATION CENTRES – PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	Federal Building, 1005 – 104th Avenue	782-5877
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	10th Floor, 235 First Avenue	372-2515
Kingsgate	Kingsgate	424-5424
Nanaimo	P.O. Box 219, 75 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6231
Sidney	c/o P.O. Box 368, Victoria	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.o. Box 368, Customs Building, 816 Government St.	388-3627

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
-----------	---	----------

SERVICES FOR EMPLOYERS



THE EMPLOYER PROGRAMS AVAILABLE THROUGH YOUR CANADA MANPOWER CENTRE CAN:

- Assist in your manpower planning—by providing labour market information: the demand and supply of specific skills, industrial and occupational trends, regional and national economic reports, advice by industrial manpower consultants.
- Assist you to find the right person for the job: locally, elsewhere in Canada, United States or overseas.
- Train or re-train workers, through the Canada Manpower Training program.
- Refer you to the Canada Manpower Consultative Service which will assist you in developing manpower adjustment programs to cope with technological and industrial change. Ensure that those responsible for hiring are aware of these services . . . let us know your current and future manpower needs.

CANADA MANPOWER ADJUSTMENT PROGRAMS

When technological or industrial change or plant relocation threatens dislocation of manpower, our Canada Manpower Consultative Service can help you smooth the path of change. Manpower Assessment Incentive Agreements provide federal financing of one half the costs of joint study and manpower adjustment planning, and special mobility incentives can help move employees to new areas. Technical advice about manpower adjustment is also available through the Canada Manpower Consultative Service.

**BEHIND EVERY CMC STANDS THE FULL MANPOWER
INFORMATION AND SPECIALIZED TECHNICAL SERVICES
OF THE DEPARTMENT OF MANPOWER AND IMMIGRATION**

Contact your



**Canada
Manpower
Centre**

**Centre de
Main-d'oeuvre du
Canada**

THERE ARE 350 OFFICES ACROSS CANADA TO PROVIDE A PUBLIC EMPLOYMENT SERVICE DESIGNED TO:

- Recruit qualified workers
- Supply industry with a more productive work force
- Help workers develop new skills to meet the demands of industry
- Assist workers in relocating in areas where openings are available
- Provide both employers and employees with up-to-date labour market information

WHY NOT GET IN TOUCH WITH YOUR NEAREST CANADA MANPOWER CENTRE? TRAINED MANPOWER COUNSELLORS CAN HELP YOU OR YOUR COMPANY SOLVE YOUR EMPLOYMENT PROBLEMS.



**Manpower
and Immigration**

**Main-d'œuvre
et Immigration**

manpower review

pacific region



Manpower
and Immigration

Main-d'œuvre
et Immigration



MI12

M15

occupational forecasting tools

2nd quarter 1973 (Vol. 6 No. 2)

HIRE STUDENTS THIS SUMMER



**NOT
FOR THEIR SAKE
BUT
FOR YOURS**

Contact the nearest
Canada Manpower Centre



**Canada
Manpower
Centre**

Manpower and
Immigration

**Centre de
Main-d'œ
du Canada**

Main-d'œuvre
et Immigration

PACIFIC MANPOWER REVIEW

SECOND QUARTER 1973

Department of Manpower and Immigration
Economic Analysis and Forecasts Branch
Pacific Region Office

Foreword

The **Pacific Manpower Review** is published quarterly by the Economic Analysis and Forecasts Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

REGIONAL ECONOMIST,
DEPARTMENT OF MANPOWER AND IMMIGRATION,
1444 ALBERNI STREET,
VANCOUVER 5, BRITISH COLUMBIA.

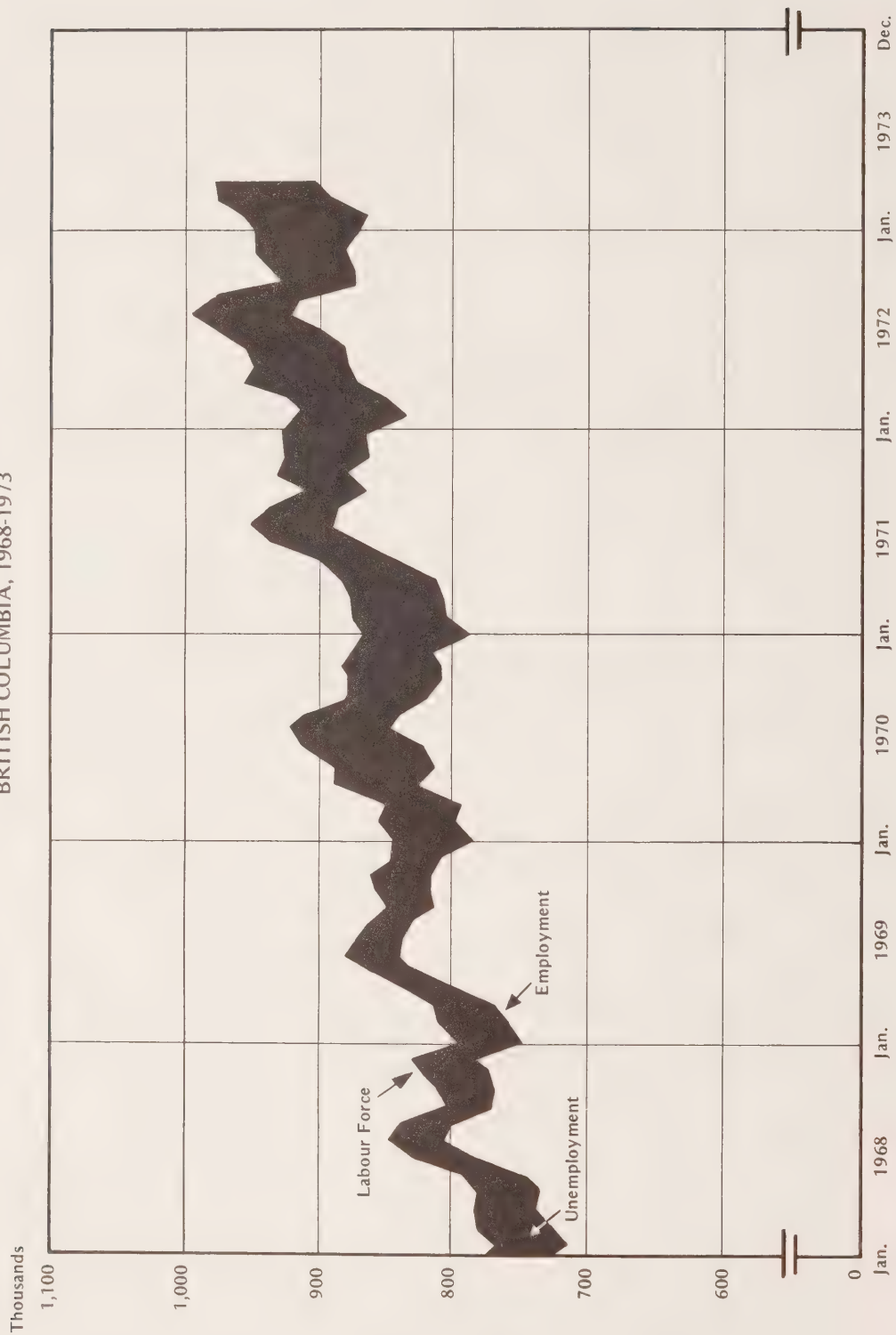
J. VanderLoo
Director General

S. L. Young
Regional Economist

TABLE OF CONTENTS

THE LABOUR MARKET	3
Labour Force	3
Employment	3
Unemployment	6
Student Labour Force	6
Youth Summer Employment Programs	8
Client Registrations and Vacancies	9
AREA DEVELOPMENTS	12
Metro Vancouver Area	12
Vancouver Island Area	14
Okanagan-Kootenays Area	16
North-Central Area	21
CMC Whitehorse	23
OCCUPATIONAL FORECASTING TOOLS	27
Canadian Classification and Dictionary of Occupations	28
1971 Census of Canada	29
Job Vacancy Survey	29
CANDIDE Model	31
STATISTICAL APPENDIX	35
Client Registrations	36
Labour Market by Occupation	37
Economic Indicators	39
CANADA MANPOWER CENTRES	43
CANADA IMMIGRATION CENTRES	45
STUDENT MANPOWER CENTRES	46
OPPORTUNITIES FOR YOUTH OFFICES	46

CHART 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA, 1968-1973



Source: The Labour Force, Statistics Canada, 71-001.

THE LABOUR MARKET – FIRST QUARTER 1973

An unprecedented expansion in the provincial work force and a solid reversal of the usual seasonal contraction in the level of employment marked the highlights of the British Columbia labour market in first quarter 1973. Special winter job-creating programs were an important factor in stimulating a 14,000 advance in the number employed. However, employment gains were still outstripped by a growth of 27,000 in the labour force, with a consequent rise in the number unemployed. Though unemployment remained high there was a steady improvement in both actual and seasonally adjusted terms in each month of the quarter.

Labour Force

An expansion of 27,000 in the British Columbia labour force between fourth quarter 1972 and first quarter 1973 was almost triple the usual experience and represented a catching up from the relatively flat growth trend that prevailed throughout most of 1972. The participation rate moved up sharply to 57.5 percent, after dipping to 1970 levels in several recent months. The provincial work force numbered 972,000, a growth of 4.4 per cent and 41,000 persons compared to one year ago.

Women accounted for a large share of the quarterly labour force growth (63 per cent and 17,000 persons), but male growth rates were higher on a year-to-year comparison. Low job formation in the service sectors, a secondary consequence of strikes, discouraged the usual rate of female labour force participation in 1972. Hence the sharp rise in female participation rates to 38.4 per cent in first quarter 1973 from 36.8 per cent in fourth quarter 1972, represented a return to the level of one year ago. By contrast the participation rate for men at 76.7 per cent in first quarter 1973 was well advanced from one year ago.

By age group, youth under 25 years of age accounted for about one-third of both quarterly and year-to-year labour force gains. The youth labour force of 241,000 in first quarter 1973 was 6.2 per cent larger than one year ago.

In second quarter 1973, continued rapid expansion in the provincial work force can be expected as large numbers of high school and university students enter the labour market in search of summer employment. In 1972, 123,000 students joined the British Columbia work force between May and September. Forecasts indicate that in summer 1973 some 128,000 students will seek employment in the provincial labour market.

Employment

The usual first quarter experience in British Columbia is a pronounced seasonal contraction in the level of employment, averaging 1.6 per cent in the past three years. In contrast, first quarter 1973 reversed the trend, recording a 1.6 per cent growth in the number employed. The small downturn in January employment to 865,000 was

Table 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA

		Quarterly Averages			Change First Quarter 72/73 %
		Fourth Quarter 1972	First Quarter 1973	First Quarter 1972	
ACTUAL					
	Labour Force	945	972	931	+4.4
	Employed	874	888	854	+4.0
	Unemployed	71	83	77	—
	%	%	%		
	*Participation Rate	56.5	57.5	57.2	—
	Unemployment Rate	7.5	8.6	8.3	—
SEASONALLY ADJUSTED					
			(P)		
	Labour Force	952	993	951	+4.4
	Employed	880	918	883	+4.0
	Unemployed	73	75	68	—
	%	%	%		
	*Participation Rate	56.9	58.5	58.4	—
	Unemployment Rate	7.7	7.6	7.2	—

(P) Preliminary

* Labour Force as percentage of population 14 years of age and over.

The seasonally adjusted series is subject to periodic revision when more up-to-date estimates of change in seasonal patterns becomes available.

Source: The Labour Force, Statistics Canada, 71-001.

only a fraction of the usual decline while gains in February and March were double the usual experience, bringing total employment to 905,000 by the end of the quarter. Employment averaging 888,000 in first quarter 1973 represented a net gain of 14,000 jobs over the previous quarter and 34,000 or 4.0 per cent more than one year ago.

The development of special winter job-creating programs was an important factor in stimulating first quarter employment gains with the Department of Manpower and Immigration allocating over \$26 million to Direct Employment Programs in the Pacific Region during the winter of 1972-73. To date some 934 projects and 8,833 jobs have been funded through the Local Initiatives Program and 6,051 jobs have been created under Training-on-the-Job schemes. The recent decision to extend financing beyond May 31, 1973 to selected projects in high unemployment areas should contribute to employment stability in second quarter 1973.

First quarter employment gains also represented a recovery from the sluggish trend recorded in 1972. In British Columbia industrial disputes in the construction, forestry transportation and municipal government sectors slowed substantially the rate of employment growth in 1972. In fact when seasonal factors are removed the level of employment actually declined in the two mid-quarters of the year and in the final quarter recorded a modest and below average gain of 0.5 per cent. The advance of 1.6 per cent in first quarter 1973 thus represented a recovery from the previous trend.

On an industry basis a large share of the quarterly gain occurred in the retail trade sector and accrued to women. Moderate advances were recorded in public administration and transportation, communication and utilities. The rate of job formation in the large and important service sector continues to lag, actually below the level of one year ago, and only marginally higher than the previous quarter.

Though women garnered almost all of the quarterly employment gain, employment of men was well advanced from one year ago, reflecting the increased activity in manufacturing and forestry industries. Record lumber prices and demand produced full capacity operations at most sawmills in the province.

Most indicators point to continued strengthening in the provincial economy into second quarter 1973. Based on past years' experience we can expect a strong seasonal upturn in agricultural and construction employment, and a slight acceleration in the finance and service sectors. Manufacturing employment is already well advanced from one year ago and further build-ups are anticipated. Continued strength is expected in forestry supported by strong demand and rising prices. Though metals prices have also been rising some uncertainty prevails in the mining industry as a result of government proposals for a new tax structure including increased royalties, a tax on mineral claims and land leasing restrictions. Exploration activity may drop until the new regulations are revealed this fall.

The recent survey of capital spending intentions indicates that businessmen plan a solid 7.7 per cent increase in investment and repair expenditures in 1973, compared to a 4.9 per cent advance in 1972. Major increases are allocated to utilities (29.8 per cent) and trade, finance and commercial services (12.4 per cent). A lesser increase is

expected in government and institutional spending, and investment in both manufacturing and primary industries is expected to drop.

In the past three years the seasonal employment gain has averaged 34,000 jobs between the first and second quarter.

Unemployment

The unacceptably high level of unemployment characterizing the British Columbia labour market in 1972 carried over into 1973. The year opened with a record 95,000 persons seeking jobs in January and an unemployment rate of 9.9 per cent. Record labour force growth rather than lack of employment was the major factor contributing to the persistence of high unemployment during first quarter 1973.

The total number of persons without work averaged 83,000 in first quarter 1973, up from 71,000 in the fourth quarter of 1972. The actual employment rate at 8.6 per cent was also higher than in both the previous quarter and the same quarter one year ago.

Of the 83,000 persons unemployed, 57,000 were men and 26,000 were women. The pattern of first quarter employment gains, concentrated in retail trade and public administration, produced only a small increase in the number of women seeking work and a fairly large increase in the number of unemployed men. Hence, unemployment rates among men at 8.8 per cent continued to exceed unemployment rates for women at 8.0 per cent.

Unemployment rates were substantially higher among the youth age groups, averaging 15.8 per cent for the under 25 years age group compared to 6.3 per cent for the prime age working group (25-65+ years). Youth accounted for over 44 per cent of the total unemployed, proportionately higher than their one-quarter share of the labour force.

On a seasonably adjusted basis, unemployment has been moving steadily downward from the December 1972 peak of 8.4 per cent, thus suggesting an underlying strengthening in the labour market. By March the seasonally adjusted rate had dropped to 7.0 per cent, well below the level of one year ago.

Employment conditions should continue to improve in the next quarter, but a major factor affecting the overall unemployment level will be the ability of the labour market to absorb the large influx of students seeking summer jobs.

Forecast of Student Labour Force 1973

In 1972, the student labour force numbered 123,000 as 63 per cent of all British Columbia students sought summer employment. Of the total, 92,000 were secondary students and the remaining 31,000 were in college, university or technical schools.

PACIFIC REGION SUMMER STUDENT LABOUR FORCE

	ACTUAL 1972	FORECAST SUMMER 1973
STUDENT POPULATION (000's)		
Secondary	187	195
Post-Secondary	41	39
Total	228	234
STUDENTS RETURNING TO SCHOOL IN SEPTEMBER (000's)		
Secondary	159	167
Post-Secondary	36	36
Total	195	203
STUDENT LABOUR FORCE (000's)		
Secondary	92	97
Post-Secondary	31	31
Total	123	128
EMPLOYED (000's)		N.A.*
Secondary	73	
Post-Secondary	29	
Total	102	
UNEMPLOYED (000's)		N.A.*
Secondary	19	
Post-Secondary	2	
Total	21	
UNEMPLOYMENT RATE (Per Cent)		N.A.*
Secondary	20.0	
Post-Secondary	6.0	
Total	17.0	
PARTICIPATION RATE (Per Cent)		N.A.*
Secondary	58.0	
Post-Secondary	86.0	
Total	63.0	

*Not available

Source: Economic Analysis and Forecasts Branch, Department of Manpower and Immigration.

Employment success was fair with 102,000 obtaining jobs of varying duration. However, the student unemployment rate at 17 per cent was far higher than for the total labour force.

In 1973, the total student population is forecast at 234,000, of which 203,000 are expected to return to school in the fall. Most of the remaining 31,000 students will enter the labour market on a permanent basis.

The student labour force in British Columbia is forecast to number 128,000 in summer 1973, an increase of 5,000 over last year. To facilitate the labour market absorption and maximize the potential of these students, a national multi-departmental program of employment and related activities at a cost of \$85.4 million is planned for summer 1973. These programs provide a necessary complement to the summer employment generated in private industry.

Programs range from career-oriented employment opportunities in the Public Service of Canada to the diverse range of activities supported through Opportunities for Youth projects. The following provides a comprehensive list of the special employment opportunities open for Canadian youth in 1973.

- Opportunities for Youth
- Public Service Commission
 - career oriented and non-career opportunities
- Special CMC's for Students
- Travel Exchange Program
- Second Language Training
- Hostel Services
- Militia and Cadet Training
- Civilian Training
- Athletic Scholarships
- Street Agency Support and Drug Research
- Hazardous Products Display
- Farm Idea Research
- National Parks Conservation Corps

As a starting point in the Pacific Region, 13 Special Canada Manpower Centres for Students were opened in late March at various locations throughout the province. In addition, the provincial government has announced a \$20 million works program of summer jobs for students and welfare recipients.

For further information on any of the above programs please contact the Special CMC for Students in your area or the local Canada Manpower Centre. Addresses of Special CMC's for Students are listed on page 46 of this publication.

Client Registrations and Vacancies

Following implementation of the new Canadian Classification and Dictionary of Occupations (CCDO) in January 1973, operational statistics for the various Manpower Centres are based on this revised classification system. While certain occupational groups are broadly comparable to the former Dictionary of Occupational Titles Classification (DOT), the addition of new occupations plus refinements in definition and some regrouping make direct comparison between the two systems more difficult. The latest available statistics for client registrations and vacancies pertain to February 1973.

Client registrations totalled 83,400 for the region, an increase of nearly 5 per cent above January, largely attributable to a heavier inflow of student registrations. A year previous, registrations numbered 67,300. February male clients numbered 51,900 and female clients 31,500. Over one-half of total clients were registered in the Metro Vancouver Area (44,700), followed by 16,000 in the Vancouver Island Area, 13,200 in the Okanagan-Kootenays Area and 9,500 in the North-Central Area.

For a detailed breakdown of clients and vacancies in each of the 23 major occupational groups, refer to Charts A-1 and A-2 in the appendix.

Clerical and related occupations composed the largest number of client registrations in the first two months of 1973, with approximately three-quarters of the clerical registrants female. General office clerks, typists and clerk typists, production, shipping and stock clerks, secretaries and stenographers, also bookkeepers and accounting clerks were the occupations with heaviest numbers of registrations. The clerical occupational group registrations have risen approximately 15 per cent in the first two months of 1973 compared to the first months of 1972.

The construction trades occupations rank second highest in registrations at February. Labouring and elemental workers (largely unskilled), other construction trades, carpenters and related, also excavating, grading-paving and related occupations account for over 80 per cent of all construction trades registrations.

The service occupations, accounting for a large share of total employment in B.C., rank third in registration. Waiters, hostesses and stewards, food and beverage, had the greatest number of registrations in early 1973, continuing the trend of the fourth quarter, 1972. Chefs and cooks, also personal service, not elsewhere classified, were occupations with many clients registered, followed by janitors, charworkers and cleaners, and those engaged in labouring and elemental work: services.

Registrations of occupations in sales rose considerably on a year-to-year comparison in February and rank fourth highest in terms of total clients under the new CCDO, with sales clerks, commodities, (predominantly female) indicating heaviest registrations for January and February. Commercial travellers: salesmen and salespersons occupations also show substantial client registrations. The impact of provincial minimum wage legislation may tend toward some realignment of hiring practices by employers for both services and sales occupations.

Transport equipment operating occupations had increased numbers of registrations, mostly male, in February. Water transport operators and other motor transport operators were registered in smaller numbers.

For the processing occupations, almost 30 per cent of the clients registered (predominantly male) were found in other wood processing occupations in the plywood and lumber manufacturing industries. Similarly, labouring and elemental workers in wood processing contributed to substantial registrations. Fewer registrations were attributed to food, beverage and related processing workers.

While the CCDO manual does not contain any individual occupational classification for students, the registration of total students seeking temporary employment is recorded separately on a continuing basis by all CMC's. No occupational differentiation is made for students. Previous operational statistics covered student registrations only during the summer months of greatest activity.

Other occupations with larger numbers of client registrations were in the material handling occupations. Log handling, sorting, moving and related occupations in the forestry and logging sector had a steady flow of client registrations.

Professional occupations in the new CCDO manual are divided into separate major occupations on basis of work performed rather than all belonging to the same category as a professional person. The largest number of registrations in February were found in other managers and administrators, followed by elementary and secondary school teachers and nursing aides and orderlies. In February, the number of architects and engineers registered declined by one-half on a month-to-month comparison.

Registered vacancies for month ending February 1973 totalled 6,200, up sharply (64.0 per cent) from February 1972, following a general economic recovery and more buoyant employment conditions. During March, the overall vacancy pattern is expected to improve over the February total. For January 1973, total vacancies stood at 5,800.

The largest number of vacancies were found in the service occupational group. Waiters, hostesses and stewards, food and beverage occupations accounted for the highest number, followed by personal service occupations, chefs and cooks. Many of the vacancies registered in the service occupations were subject to minimum wage levels and were positions of high turnover.

Clerical and related occupations ranked second in terms of vacancies. General office clerks, typists, secretaries and stenographers, also bookkeepers and accounting clerks shared the largest number of vacancies. The qualifications and experience of many of the clients registered in clerical occupations did not match the requirements of the vacancies.

Areas of continuing labour shortage in product fabricating, assembling and repairing include motor vehicle mechanics and repairmen, also industrial, farm and construction machinery mechanics and repairmen. Although client registration is

substantial in the product fabricating, assembling and repairing occupational group, full trades qualification is lacking in many instances.

Vacancies in the construction trades were strongest for labouring and elemental workers, followed by carpenters and related, excavating, grading, paving and related, and construction electricians and repairmen. Construction vacancies are expected to rise over the next quarter following settlement of prolonged industrial disputes.

During the first quarter of 1973, occupations with the greatest number of thirty-day shortages in the Pacific region have been motor vehicle mechanic, machinery mechanic (millright), hairdresser, chef and cook, secretary and stenographer, graduate nurse, machinist, welder, electrician and draughtsman.

AREA DEVELOPMENTS – FIRST QUARTER 1973

Metro Vancouver Area

During the first quarter of 1973, there was both an increase in job opportunities and the number looking for work. Total vacancies received at Metro Vancouver Canada Manpower Centres for the three months ending in March exceeded the corresponding figures of last year by almost 11 per cent. This increase is consistent with the general upward trend of employment that has characterized the past year. The level of unemployment also rose during the quarter to reach the peak of several years experience.

In January, Vancouver's unemployment rate rose to 10.5 per cent of the labour force from 8.0 per cent in December, and remained high through February and March. Accompanying the rise from December to January was a one percentage point rise in the participation rate, to 59.5 per cent of the working age population (14 years of age and over) in the labour force. There was virtually no change in the rate from January to March. Vancouver's participation rate averaged 60.3 per cent in 1972 compared to B.C.'s 57.5 per cent. The difference is attributed largely to the availability of more jobs for women in the metropolitan area that attract relatively greater numbers into the labour force.

UNEMPLOYMENT RATES (ACTUAL)

	March 1973	Feb. 1973	Jan. 1973	March 1972
Vancouver	7.4	8.2	10.5	8.1
B.C.	7.6	8.3	9.9	8.6
Canada	6.8	7.3	7.7	7.4

Source: Statistics Canada, Labour Force Survey

Substantially more clients without employment, compared to last year, are registered at Canada Manpower Centres in the Vancouver Area. Approximately 48 per cent of those registered for employment are less than twenty-five years of age. A large proportion of the new registrations every month continues to represent in-migrants from other provinces. This influx contributes substantially to Vancouver's high unemployment rates, which exceed rates for Canada as a whole and for other metropolitan areas, as indicated in the following table.

AVERAGE ANNUAL UNEMPLOYMENT RATES – SELECTED AREAS
1966 - 1972

Year	Vancouver	Toronto	Montreal	B.C.	Canada
1972	8.0	4.6	7.0	7.6	6.3
1971	7.1	5.1	7.1	7.0	6.4
1970	7.9	3.9	6.8	7.6	5.9
1969	4.9	2.5	5.8	5.0	4.7
1968	5.7	3.0	5.4	5.9	4.8
1967	4.8	2.7	4.0	5.1	4.1
1966	4.3	2.0	3.4	4.5	3.6

Source: Statistics Canada, Labour Force Survey

Alleviating some of the pressure from labour force growth was the improvement in manufacturing employment during the first quarter. Wood products manufacturing, metal fabricating and shipbuilding recorded the strongest gains in the sector. A tight labour market situation now exists for skilled workers in the metal trades as well as in the mechanical maintenance and repair occupations.

Almost every sawmill in the Metro Area is now operating on a three shift basis to meet a strong export demand for lumber from the U.S. and Japan. In metal fabricating, the tight market for tradesmen which has been developing for several months has prompted a few employers to relax hiring standards and provide more on-the-job training. Vacancies are hard-to-fill for general welders, fitter welders and steel layout men. Truck and trailer manufacturers are experiencing shortages of aluminum welders, assembly fitters and truck body builders.

The most significant development in manufacturing is the further increase in shipbuilding activity. Several major firms have doubled their hirings in the past year. Unfilled contracts for tugs and barges for the north, supply vessels for offshore oil drilling and new coastal vessels should sustain present employment levels for at least another two years. Although wages offered by B.C. shipyards are the highest in Canada there are serious shortages of engine fitters, steel fitters, fitter welders and shipwrights.

For the construction industry, conditions were much different in the first quarter. Because of the elevator constructors' strike finishing work on several very large hotel, office building and shopping projects was virtually halted. An upsurge in demand will follow settlement of the dispute but once again pressures in the labour market will likely result because of the limited supply of skilled construction tradesmen.

The service producing industries increased employment only moderately over last year. In the trade sector hiring activity was light except for experienced building supply salesmen, automobile mechanics and partsmen. Positions also became available for experienced stock control clerks and technical salesmen. Firms providing financial and other business services are maintaining the strong demand, continued from last fall, for a wide range of clerical occupations including secretaries, stenographers, clerk

typists, bookkeepers, key punch operators, accounting clerks and tellers. There has been a marked increase in accounting jobs for persons enrolled or willing to enroll in formal courses. For recently qualified chartered accountants demand exceeds the supply. Expansion of hospital facilities has strengthened the demand for registered nurses and licensed practical nurses. During the summer more vacancies for relief staff are expected. Opening of new restaurants has created a need for additional cooks, specialty cooks and waitresses. This will continue through the summer with more restaurants opening as planned.

In the professional and technical occupations slightly improved demand is centred on architecture; civil, mechanical, electrical and forestry engineering; and computer programmers with business experience. Demand has been heavy for engineers and technicians with heating, ventilating and plumbing design experience. Skilled draftsmen with sawmill design experience are needed also. Since most of the technical positions require specific experience, the greater number of job opportunities now available does not necessarily improve the surplus situation for junior and under-qualified engineers, technicians and draftsmen. Reduced activity in the mining industry also has curtailed opportunities for these groups.

A major labour market adjustment problem in the second quarter will be the need to provide summer employment for students. Although the economy is more buoyant this year, greater numbers will have to be absorbed. For this reason no major change from last year's student labour force performance is expected.

Vancouver Island Area

The Vancouver Island Area labour market experienced a surge of activity during the first quarter of 1973. Job opportunities increased substantially above the levels of the latter part of 1972 and a greater proportion of the working age population became actively involved in the labour market.

The notification of vacancies to Canada Manpower Centres is a guide to the flow of jobs through the Area labour market, and reflects the general health of the economy. As illustrated in the following table, demand was considerably higher in early 1973 than in previous quarters.

VACANCIES NOTIFIED TO AREA MANPOWER CENTRES QUARTERLY TOTALS

	1972	1973
First Quarter	5,580	7,993
Second Quarter	6,902	
Third Quarter	5,829	
Fourth Quarter	4,199	

The Labour Force Survey series for Vancouver Island gives a participation rate each month, measuring the proportion of the total working age population that is active in the labour market. In the first quarter of 1973, 54.5 per cent of the working age population were active in the labour market; this compares with 52.9 per cent in the final quarter of 1972 and only 52.0 per cent for the first quarter of last year. The strong increase in participation from a year ago indicates that labour force growth in the Vancouver Island Area has rebounded from the comparatively static situation of 1971-72 and is now approaching regional growth rates. However, participation on Vancouver Island remains lower than for British Columbia as a whole, with the regional participation rate averaging 57.5 per cent during the first quarter of the year.

The major support in the Area labour market has been the high level of activity in the logging and wood products sectors of the Island economy. Logging camps have been operating at record levels from the start of the year in most of the Vancouver Island Area, aided by unseasonably good weather. The strong demand for lumber products, which is expected to continue to late 1973, will enable this sector to maintain high employment levels and to continue its supportive role in the economy.

Increasing demand and prices for pulp and paper products will also stimulate hiring in this sector but turnover remains low. The reprieve for the Ocean Falls plant, through the provincial government take-over, will lead to an unexpected gain in overall employment in this industry in the Vancouver Island Area. Shortages of qualified, experienced tradesmen, such as millwrights, pipefitters and instrument mechanics will continue to be a major problem for the more isolated plants.

Construction activity eased slightly during the quarter but proposed and planned developments indicate increased demand for construction workers during the next quarter in most parts of the Island. Port Alberni appears an exception; Regional District proposals for extensive development, including housing, are the only possibility of reversing the declining trend in construction activity in that centre. The industry continues to have an ample supply of available workers throughout the Vancouver Island Area.

Retail trade activity spurred by good employment levels in the base industries, has generally been stronger than in the same quarter of last year. However, employment gains have not matched advances in sales volume. Cost pressures within this industry, especially from the increased minimum wage, still tend to depress employment growth, and recruitment continues to be geared to highly experienced workers, and for part-time employees.

Employment in other service industries has remained fairly static during first quarter 1973 with only minimal gains from early 1972. The build-up in hospitality sector employment normally begins in April, with considerable seasonal job opportunities opening up during the second quarter of the year. The increased minimum wage is expected to depress summer hiring this year, especially in medium to large establishments where changes in procedure can be initiated. Smaller units will probably attempt to pass on increased costs. Tourist traffic gains are expected to be heavy this year, lessening somewhat the impact of these wage changes.

The considerable expansion of job opportunities during these few months of 1973 has led to an increased range of shortage occupations being noted by Manpower Centres. Trades occupations such as millwrights, electricians and heavy duty mechanics have perpetually recorded inadequate supplies of qualified men with experience, especially in isolated centres. These shortages have now been augmented by several professional and para-professional occupations in the forestry and health sectors; especially laboratory technicians and nurses. However, the numbers of persons required for these shortage occupations remain small.

A continued expansion of job opportunities is expected over the next quarter as tourist and other seasonal industries hire to their summer peak. However, the experience of the first quarter of this year, that of job expansion being very nearly matched by labour force growth, suggests that this active job market anticipated for the next few months will also encourage additional people to enter the labour force and will leave unemployment in the Vancouver Island Area little changed from the present level.

Okanagan-Kootenays Area

Analysis of Area operational statistics would tend to indicate that the level of economic and employment activity during the first quarter of 1973 actually exceeded that of the last three months of 1972. Normally a noticeable downturn occurs during this period.

Vacancies placed by employers at Canada Manpower Centres increased by almost two per cent above that recorded in the preceding quarter. In contrast a thirty per cent decline occurred in the 1971/70 quarter comparison, dropping to about ten per cent for 1972/71. Special employment programs, implemented in the winter of 1971, have probably contributed in large measure to the increasing winter employment activity generated since 1971, reversing the downward trend which formerly occurred in the initial three months of each year.

As in past years the average number of month-end clients seeking work at Area Manpower Centres rose during the first three months of 1973. However, the increase in the number of clients during the first quarter of the current year was 13 per cent less than that recorded in the corresponding period of 1972.

As in 1972 the construction and forest based industries provided the main impetus to economic activity in the Okanagan-Kootenays during the first quarter of 1973. Mild weather during this three-month period alleviated to some extent the seasonal cutbacks of logging and building crews. Record high prices for lumber, veneer and plywood maintained production and employment at peak levels in the Area's log converting plants during the winter months.

Expansion of the residential and commercial construction work force, buildup of crews on the Mica and Kootenay Canal hydro projects and the seasonal increase in manpower requirements for the catering, hospitality and Okanagan tree fruit industries are expected to provide the main impetus to employment growth during the spring and

summer months of 1973. Additional staff needed for expanded production capacity of mobile home and trailer manufacturers will also increase payrolls at Grand Forks and the Southern Okanagan.

As usual agricultural activity was quite slow during the period under review and no significant change in employment is expected until the last half of June when cherry picking gets underway in the Southern Okanagan.

As in past years log production declined during the first three months of 1973. However, the volume of timber scaled in the first quarter of the current year was almost 12 per cent higher than that tallied for the same period in the previous year, continuing the pattern that has prevailed in recent years. The onset of spring breakup conditions in March terminated all truck hauling but a substantial number of the logging work force was retained to fall and stock pile logs in the woods. Resumption of full scale logging should be general throughout the Area by mid-May.

Strong demand for fallers prevailed during January and February, easing off in March. Shortages developed at several of the more isolated logging operations, particularly where suitable accommodation was not available for workers. A few unfilled vacancies were also reported for well qualified heavy equipment operators. A training program for fallers is now underway and should relieve the shortage which normally develops when full scale logging resumes following spring breakup.

Continued strong demand for lumber in the American market pushed lumber prices to record high levels during the first quarter of 1973. Sawmills were generally operating at peak capacity throughout the Area. Veneer and plywood plants also maintained production on a two, and in some cases, three shift basis. Employment in the Area's two pulp mills remained stable.

By August, approximately 400 more workers will be added to the estimated 9,000 employees now on the payrolls of Area sawmills and plywood-veneer plants. Increased production at existing veneer and plywood plants at Kamloops, Merritt and Salmon Arm will absorb about 200 new workers, and an equal number will likely be needed for sawmills, largely in the Nelson, Revelstoke and Penticton areas.

In general fair demand prevailed during the period under review for experienced sawmill tradesmen. However, only millwrights were in continuing shortage during the quarter. Other occupations occasionally reported in short supply included lumber graders, sorters and saw filers.

Production and employment levels at major mines in the Area remained quite stable during January and February, but a strike at Brenda Mines' open pit copper-molybdenum property, southwest of Kelowna, idled 300 employees on March 12. After a four-week stoppage, agreement was reached on a new 2-year contract giving the workers a nine per cent increase retroactive to March 1, 1973, to be followed by a five per cent raise effective April, 1974, and a subsequent 2 per cent increment commencing October, 1974. Wage rates under the old contract ranged from \$3.60 per hour for labourers up to \$4.85 per hour for shovel operators, journeyman tradesmen, and control room operators. A four-day wildcat walkout by 400 employees also occurred during March at Cominco's Sullivan mine at Kimberley.

Three established operations in the West Kootenays with over 200 persons on their payrolls are expected to discontinue mining by fall. Possible cutbacks in exploration activity could further reduce the current work force in this industry, estimated at about 8,000, exclusive of Cominco's ore refining and smelting crews. The current recovery in metal markets, combined with rising prices for gold, may possibly stimulate production sufficiently to offset the effects of these projected closures.

Heavy duty mechanics, electricians and heavy equipment operators, primarily for mines in the East and West Kootenays, continued to be in short supply during the first quarter 1973. Movement of mine personnel laid off at a major coal operation in Alberta alleviated to some extent the shortage of open pit miners which plagued both Fording Coal and Kaiser Resources throughout 1972. Training programs now underway should assist these firms in meeting their manpower requirements during 1973. However, isolation and lack of accommodation will continue to pose problems, particularly for Fording Coal's operation in the upper Elk Valley, 38 miles north of Sparwood.

Present high production levels at Cominco's ore refining facilities are expected to continue throughout 1973. Entry level hiring in March is expected to be supplemented by a special program designed for persons who have less than a Grade 10 academic educational level. As in 1972 opportunities for student employment should be quite favourable.

Crown Zellerbach's major sawmill expansion program in the Okanagan, construction of the Mica and Kootenay Canal hydro projects, and a good seasonal level of residential, commercial and institutional building spearheaded employment activity in the construction industry during the first quarter of 1973. Mild weather in January and February alleviated the seasonal slowdown which normally occurs. Vacancies placed by employers for workers during the first three months of 1973 were ten per cent above the total recorded for the corresponding quarter in 1972.

As indicated in the following table, the value of building permits in first quarter 1973 were well above the totals recorded for both the first and last quarters of 1972.

OKANAGAN-KOOTENAYS AREA	First Quarter 1972	Fourth Quarter 1972	First Quarter 1973
Total Value All Permits	\$26,123,658	\$25,615,262	\$33,048,932
Value Residential Permits	\$14,569,990	\$15,089,965	\$19,855,730
Number New Dwelling Units:			
Greater Kamloops	454	353	516
Vernon & Adjacent Communities	115	218	192
Kelowna & Neighbouring Satellite Communities	439	276	353
Penticton	32	55	55
Trail & Nelson	—	1	62
Cranbrook	47	30	30
Total	1,087	933	1,208

Based on the above comparisons it is reasonable to expect continued high levels of activity to persist into summer, particularly for residential building. If the present trend continues, housing activity in 1973 could exceed that of 1972, itself a record year.

Projected hiring for the Mica and Kootenay Canal hydro projects could add up to 1,000 persons to the construction work force by summer. Several hundred workers will also be required, probably by mid-1973, if plans to erect major new shopping centres at Vernon and Penticton proceed as announced. A \$20 million outlay by B.C. Telephone for improved phone service in the Okanagan-Kootenays, buildup of highway road building crews, construction of additional educational, health and travel facilities should further strengthen employment in this key industry during the spring and summer months.

The projected high level of construction activity will likely deplete the current supply of construction tradesmen. In particular, strong demand for both union and non-union carpenters is expected to develop during the spring and summer and could create shortages in the Kamloops and Okanagan areas.

However, the present surplus of operating engineers is likely to remain at unacceptably high levels unless major new industrial projects get underway in the interim. Several large-scale mining developments appear to have been delayed indefinitely and employment opportunities for members of this union could remain bleak well into the second half of 1973.

A good level of activity prevailed during the early months of 1973 in the non-resource based manufacturing sub-sectors, stimulated in part by the Department's Direct Employment Programs. Increased hiring by mobile home and trailer manufacturers in the Kelowna and Penticton areas during the closing months of 1972 continued into the first quarter of 1973. At Vernon the glass plant also took on more workers during this period. However, a strike called at the Hiram Walker distillery near Kelowna has idled 126 workers since mid-February.

A further expansion of the work force at mobile home and trailer manufacturing plants is projected for the spring and summer months. In the Penticton area, Bendix Home Systems Ltd. plan to hire 150-200 employees for their operations at Oliver and Penticton. At Grand Forks, Chilko Modular Ltd. expect to start production at their new plant by June, initially with a staff of 30-35, possibly expanding to about 60 by year-end.

To date little difficulty has been encountered in satisfying staffing requirements in these sub-sectors. A substantial pool of suitable clients exists in the areas where expansion of manufacturing facilities is underway and any shortages which develop are likely to be temporary in nature.

Hiring activity by employers in the service producing industries rose sharply during the first three months of 1973, up approximately forty per cent above the levels of both the preceding year-end quarter and the same period of 1972. Substantial gains

were recorded in trade, personal services, education and public administration, reflecting the overall strong performance already noted in the goods producing industries and above normal tourist and travel activity for this period of the year.

Heightened interest in shopping centre projects which developed during 1972 carried on into 1973 with new proposals announced for the Kamloops and Okanagan areas. Several smaller shopping centres, scheduled to open during the summer and fall, should expand employment in the Area's trade sector over and above the normal seasonal growth. However, major developments planned for Penticton, Vernon, Kelowna and Cranbrook are not likely to be open for business until 1974 at the earliest.

Expansion of capacity in the hospitality industry continued during the first quarter of 1973. Construction of new or enlarged facilities scheduled for opening during the summer and fall in the Kamloops, Vernon, Kelowna and Cranbrook areas will add further strength to seasonal growth in demand for workers in the food and accommodation sub-sectors, and also create additional job opportunities for female summer students.

As in past years shortages of waitresses and cooks are likely to develop during the summer months at restaurants, hotels and motels in smaller or more isolated communities, where lack of suitable accommodation is often a drawback in recruiting help. The situation became quite acute in some areas during the summer months of 1972 and could intensify during 1973. Additional demand for licensed cosmetologists and hair stylists during the summer tourist months will further aggravate the chronic shortage in this occupation.

A substantial increase in hiring both in education and public administration occurred during the first quarter of 1973. Easing of budget restrictions by the provincial government and implementation of the special employment programs of the federal government contributed in large measure to the expansion of employment in these sub-sectors.

Recruiting of teachers for new kindergarten classes to be instituted in September and a possible further buildup of provincial government staffs will augment employment growth in the ensuing months of 1973. By fall, shortages could develop for teachers, reversing the trend of the past two years.

Vacancies for nursing and related personnel placed at Manpower Centres increased appreciably during the first three months of 1973 indicating a strengthening of demand in these occupations. This trend will probably continue into summer as hospitals recruit relief staff for regular employees wishing to take their annual vacations during the summer months.

Moderate employment growth in transportation, communication, utilities, finance, insurance, real estate, business and miscellaneous services continued during the first quarter of 1973. This trend will probably be maintained for the balance of the year, keeping pace with the needs of the Area's rapidly growing population.

The present tight supply of experienced bank tellers and related clerical help is expected to persist during the coming months. Experienced legal secretaries and stenographers with good shorthand skills will also continue to be in short supply.

North-Central Area

Activity in the primary and secondary forest products sectors and in non-industrial construction produced the major strengths in the North-Central Area labour market over the first quarter of 1973. The outlook for the next two quarters is for mild growth of employment in the primary and secondary sectors, augmented by rapid employment growth in tertiary industries. Much of the latter growth is purely seasonal, but the increase is also supported by an expansion of facilities which is indicative of a long term growth trend. Uncertainty is induced by impending transportation policy decisions, and by the possibility of industrial disputes in pulp and paper manufacturing.

Employment growth was an important factor in the increase in job vacancies notified to CMC's. The flow of vacancies during the first quarter 1973 was 13 per cent greater than the experience of the first quarter 1972, and 9 per cent above the experience of the fourth quarter 1972. The impact of this flow of jobs on unemployment was blunted by continued rapid growth of the Area labour force. The average month-end stock of clients without employment registered at CMC's during the first quarter was up 10 per cent from the average level of the same quarter in 1972, and was up one per cent from the average level experienced in the fourth quarter in 1972. These changes were accompanied by a significant shift toward greater labour force participation by females. This shift is implied by the fact that females made up 42 per cent of the stock of clients registered without employment at the end of March 1973; up from 36.3 per cent at the end of December 1972 and from 34.3 per cent at the end of March 1972.

Employment in the mining sector showed little change from the experience of the fourth quarter of 1972. Most North-Central Area metal mines operated near capacity throughout the first quarter and generated shortages of mine machinery mechanics and other maintenance tradesmen. Strong metal prices buoy the short term outlook for mining employment by increasing the probability of the reactivation of some dormant mines. The Endako mine has announced a return to full production after a three year cutback. About 70 additional employees with operations and trades skills will be required by the end of the third quarter.

The Sukunka coal development remains the focal point of mining interest in the Area. A minor layoff occurred during the first quarter and any move toward production seems to depend upon a coal port decision. Oil and gas exploration activity provided normal seasonal employment until the onset of "break up" conditions in early April. The outlook for this sub-sector depends upon the results of drilling in the Monkman Pass area, and upon the exploration fund included in the sales agreement negotiated by Westcoast Transmission Company.

Rising lumber prices stimulated activity in the primary forestry sector in the first quarter. Persistent turnover problems, and the moderate employment growth trend, led to some shortages of skilled equipment operators, fallers, and buckers early in the quarter. However, "break up" conditions in the North-Central interior generated temporary surpluses of most logging occupations by the end of March. The short term

outlook is for continued moderate employment growth after the seasonal lapse in activity. Increases in the volume of timber cut are expected as the industry expands in response to heavy demand in the wood products markets. Mild shortages of experienced and skilled personnel are expected, with continued surpluses of inexperienced and unskilled job seekers.

The strong lumber market also generated increased employment in the wood products manufacturing sector. Producers have responded to the market by increasing utilization of existing capacity, by improving their capital equipment, and by opening new mills. Approximately 70 jobs in the Area's sawmills were created by increased utilization of existing facilities. The capital improvements noted had little impact on employment in the first quarter, but two new mills in the Peace River area added approximately 25 jobs to the local economy. The employment gains generated were nearly offset by layoffs resulting from transportation problems. Mill output at Fort Nelson was curtailed in early February as lumber inventories reached a maximum because of a break in the B.C. Railway line serving the area. Late in the quarter, a boxcar shortage forced many mills to stockpile output and forced some to lay off employees.

The boxcar shortage somewhat dampens the short term outlook, as further production cutbacks will be required if output cannot be exported. If the transportation problem is solved, moderate employment growth is expected in wood products manufacturing. Major projects underway include the expansion of a Prince George veneer mill to include plywood production, the rebuilding of a mill at Chetwynd which was destroyed by fire, and expansion of two mills at Mackenzie and one at Fort St. James. Expansions have been proposed by three other mills, and a dormant mill at Prince Rupert may re-open in the second quarter. Shortages of millwrights and lumber graders, which persisted throughout the first quarter, are expected to continue.

The level of employment in the manufacture of paper and allied products has been stable over the first quarter, except for a short closure of the Prince Rupert sulphite mill in February. Chronic shortages of maintenance millwrights and pipefitters caused one firm to initiate a recruitment program overseas. The short term outlook is for stable employment; output increases can be achieved by increasing the utilization of existing plants. This outlook is clouded somewhat by the fact that the major pulp and paperworkers contracts expire in June.

Employment in food products manufacturing was at a seasonal low in January and February. Processing of herring roe increased employment in March, but fish processing will not contribute to employment significantly until the salmon season starts in June. This seasonal employment growth will not be limited by plant capacities, as the first phase of the Canadian Fishing Company's reconstruction of facilities at Prince Rupert should be completed before the season starts. The Babcock Fishing Company is also expanding and modernizing its plant at Prince Rupert.

First quarter activity in the construction sector was up sharply over the same period last year. This increase has been supported primarily by non-industrial construction, although minor plant expansions in the primary sectors also contributed

to employment. The total impact on employment is indicated by a slight drop in client registrations in the construction occupations which contrasts with the overall increase in registrations. Shortages of electricians and pipefitters have persisted throughout the quarter, and shortages of carpenters were noted in two CMC areas in March.

The short term outlook is for a continued strong upward trend in construction activity, bolstered by the normal seasonal increases in the second and third quarters. Projects already underway include the mill and cannery expansions discussed, and a courthouse-office complex at Dawson Creek. Hotel and department store expansions are proposed for Fort St. John, and shopping centres are proposed for Prince George, Prince Rupert, and Williams Lake. Industrial construction activity will not approach the levels experienced in the last two years and surpluses of some tradesmen skilled in heavy construction are anticipated. Shortages of carpenters, electricians, and other tradesmen will probably be minor and local. Such shortages will be generated by expected high levels of activity in residential and commercial construction.

Extension of the B.C. Railway to Dease Lake was temporarily halted in February to permit re-evaluation of the routes proposed. This pause seems to be linked with on-going negotiations between the B.C. Railway and the C.N.R. regarding an integrated rail network for northwestern B.C. Rail construction employment and related employment in the transportation sector will both be restricted until route decisions are made. Highway and rail links from Chetwynd to Sukunka also seem dependent upon basic transportation policy decisions.

Both seasonal and trend increases in the trade and service sectors were indicated by the number of job vacancies in these sectors. The number of trade and service vacancies notified to Area CMC's in the first quarter of 1973 was greater than the number notified in the last quarter of 1972 by nearly 50 per cent. The gain over the first quarter of 1972 exceeded 20 per cent. The short term outlook is for a continued underlying growth pattern, amplified by seasonal factors. Tourism alone should directly create an additional 1,100 jobs in the provision of tourist accommodation and about 300 more in retail trade over the next two quarters. Seasonal shortages of waitresses, chambermaids, and cooks are anticipated. Planned shopping centre and office complex construction will generate more "durable" demand for personnel with managerial, technical, clerical and sales skills.

Increases in vacancies notified to CMC's by the public administration group show a growth pattern similar to, but less rapid than, that experienced in the trade and service sectors.

CMC Whitehorse

Mild improvements in the Yukon labour market were indicated by an increase in the number of job vacancies notified to the Whitehorse CMC in the first quarter of 1973, and by a decrease in the average month-end stock of unemployed clients. The first quarter of 1973 compared favourably both with the preceding quarter, and with the same quarter of 1972. The mining sector was the major source of employment strength, but the construction and service sectors provided employment in excess of their normal seasonal patterns over the first quarter.

Employment in mineral exploration was at a seasonal low during the first quarter, although eight exploratory wells were drilled in the northern Yukon. Further exploration of the promising ore prospects on the Yukon-Northwest Territories border awaits "breakup". The outlook for employment in exploration over the next two quarters is very good. Activity will be concentrated around the Atlas-Dynasty silver-lead discovery 110 miles north of Ross River and around the Placer Development lead-zinc find 40 miles west of Cantung. Both discoveries were announced in the fourth quarter of 1972, but exploration was curtailed by freeze-up. Further exploration of tungsten claims held by Atlas 35 miles southwest of Ross River is also expected. The concentration of exploration activity within approximately a one hundred mile radius of Ross River indicates an immediate need for the improvement of the limited services currently available at Ross River. Further exploration of the Keno Hill area is also expected in the second quarter.

Employment at the producing mines was the focus of labour market activity in the CMC area over the first quarter. Average employment approached 1,300, and remained relatively stable throughout the quarter. (The Wellgreen mine did not terminate production as had earlier been expected.) The life of the tungsten mine at Cantung was extended by discovery of a new ore body under the open pit. An underground mining operation has been started to tap this new reserve, but employment increases are minimal. The short term outlook is for stable, high levels of mining employment for the next two quarters. The only source of employment growth anticipated is the output expansion proposed by Anvil. However, any gains here would be more than offset by closure of the Wellgreen mine. A decision to close the Wellgreen mine now depends mainly upon costs of ore extraction. Cutbacks in capital expenditures, and the absence of impending new mines, limit the short term employment growth in this sector. Although new job formation will be limited, existing supply problems and high turnover rates will create continued shortages of maintenance tradesmen. Mine machinery mechanics, electricians, and heavy duty mechanics were among the occupations which experienced excess demand throughout the first quarter.

Construction activity provided more employment in the first quarter than was usual for the season. This can be attributed to the "carry over" of work on projects which reached the closed in stage in the last quarter of 1972. The impact of seasonal factors on construction activity led to surpluses of skilled and other tradesmen, in spite of the improvements noted. These surpluses of skilled workers will probably disappear early in the second quarter as construction activity resumes. The only industrial construction anticipated in the short term is the \$5 million expansion at Anvil, but residential and institutional construction will be important sources of employment over the next two quarters. (Residential construction alone may provide 100 to 120 man-years of employment in 1973.) Included in the residential proposals are 100 low-cost housing units supported by the Territorial government, and a highrise development in a Whitehorse suburb. The \$6.8 million Territorial capitol building which should go to tender in the second quarter will be the major institutional project. Its completion is set for 1976. Commercial construction will not be as significant this year, as record increases in commercial plant were achieved in 1972.

Employment in the hospitality sector was at a seasonal low during most of the first quarter, although labour demand increased temporarily in February during the

"Sourdough Rendezvous". Surpluses of waitresses, cooks, chambermaids, and other hospitality industry personnel which prevailed through most of the quarter will continue until the beginning of the tourist season. The sharp seasonal increase in labour demand, and the rapid growth of tourist services will then combine to create shortages in these occupational groups. The growth trend in employment in the hospitality sector is indicated by the expansion of tourist facilities accomplished last year and by a projected increase in tourist traffic of 15 to 20 per cent. Intensive training of high school students to fill waitress and service station attendant vacancies has been undertaken to offset some of the anticipated problems. However, relatively low pay, high rates of turnover, and demand for experienced and skilled employees will probably still generate shortages in the hospitality sector over the second and third quarters.

Employment in the trade sector was also at a seasonal low over the first quarter. However, in this sector, seasonal demand increases will be the major component of employment growth over the next two quarters. Major expansions of facilities and of employment in the trade sector last year limit the growth potential for 1973. Although trade employment follows the same general pattern as employment in the hospitality sector, the magnitude of the seasonal change is much less extreme. Mild surpluses of general sales clerks will probably continue through the next quarter.

Manufacturing employment in the Yukon rose during the first quarter with the establishment of two small plants. C.I.L. opened a copper sulphate plant at Faro to supply the Anvil operation. The scrap copper input is imported through Skagway on the White Pass and Yukon Route. Cattermole Timber Ltd. acquired control of logging and lumbering operations at Watson Lake. Output was increased and 30 to 40 jobs in logging and sawmilling were created.

Developments in the transportation sector included a contract settlement with 45 employees of the Cassiar Transport Division. An average wage increase of 69 cents per hour over the first year of the 27 month contract was negotiated. The outlook for employment in the transportation sector is favourably affected by the anticipated exploration activity and by resumption of work on the Dempster highway after breakup. Construction of the Skagway-Carcross road in B.C. could also increase employment of Yukoners, but the timing of the project depends upon financing.

The Aishihik hydro-electric power development proposal has not yet been approved, but a decision is expected in the next quarter. However, even a positive decision would have little effect on Yukon employment in the short term.

The federal and territorial governments employed about 2,100 persons in the public administration sector during the first quarter. Government's employment impact was also extended through the direct employment programs designed to alleviate seasonal unemployment. Labour needs in the public sector contributed to the strong demand for experienced, highly skilled stenographers noted throughout the quarter. Shortages did not arise, however, as employers accepted lower skill levels. A mild surplus of clerk-typists was reported.

Employment in the public sector should rise with the seasonal increases in tourist traffic and with seasonal gains in other sectors. But the outlook for growth of permanent positions is restricted by anticipated cuts in territorial government expenditures.

This limitation on government activity and the absence of new mining projects combine to reduce the population and labour force growth rates anticipated for the 1973-74 period. Population growth from census to the end of 1972 averaged 4.2 per cent per annum, but the rate forecast for 1973-74 is 3.2 per cent. Slower growth of employment opportunities should reduce the flow of in-migrants, which has been an important component of Yukon population growth.

NEW TOOLS FOR FORECASTING OCCUPATIONAL MANPOWER REQUIREMENTS

In Canada the collection of job market information and study of employment is a relatively new science and until recently both availability of data and techniques for analyses were in their infancy. However, the need for such data has become increasingly urgent with a seemingly limitless number of institutions requiring information, both current and projected, on manpower requirements by industry or by occupation. Educational institutions planning type and quality of courses; young people making career decisions; governmental departments and researchers involved in planning manpower training programs all require long-term information of manpower requirements by occupations. Also, employers preparing recruiting plans or in-plant training programs as well as individuals seeking employment require detailed, reliable, current and longer-term data of manpower needs.

Collection of occupational data and the corresponding development of techniques for forecasting long-term occupational requirements have lagged behind other aspects of job market information. Also a rapidly expanding Canadian labour force has provided traditionally abundant supplies of manpower to meet employers' needs. Only in the sixties did severe bottlenecks and labour shortages emerge, sparking concern for occupational data. Other factors included the great expense of collecting detailed occupational data, the excessive burden of elaborate reporting systems on employers, and lack of a standard occupational terminology for describing jobs and requirements.

The launching pad for the development and improvement of occupational data came in Canada with formation of the Department of Manpower and Immigration in 1966. At that time selective manpower policies were developed to complement other policy levers to adjust the supply of labour to the demand. New departmental programs included promotion of mobility of labour — occupationally, industrially, geographically — to meet changing labour market requirements. Services ranged from counselling and placement to training, retraining and academic upgrading.

The effective use of selective manpower policies necessitated comprehensive knowledge of the labour market: information on the growth or decline of occupations; data on stock of manpower by occupation, age, sex, skill and education; current and projected information on job vacancies; unemployment and wage levels in local, provincial and national labour markets.

Hence in 1966-67 the Department of Manpower and Immigration and Statistics Canada engaged in several major research projects to improve the type and quality of occupational information. Extensive resources were directed to cornerstone developments in basic data sources and exploratory development in research methods.

This article reviews the progress of four of the more important projects. They include:

- the Canadian Classification and Dictionary of Occupations (CCDO)
- the 1971 Census of Canada
- the Job Vacancy Survey (JVS)
- the CANDIDE Model.

The Canadian Classification and Dictionary of Occupations (CCDO)

A prerequisite to development and utilization of manpower resources is a common language or standardized classification system to describe and categorize the wide range of occupational activity. In past years several different occupational classification systems have been used in Canada, notably the United States Dictionary of Occupational Titles (DOT III) and the unrelated and undefined Census of Canada titles.

The use of diverse and unrelated classification systems led to difficulties and confusion. Statistics for research and analysis compiled from one system had problems of definition when compared with data compiled from another. Communications between employers and placement services with regard to recruitment of personnel had barriers of confusion over job titles and requirements.

In 1966 the increasing emphasis on occupational data necessitated a major re-examination of the several classification systems used in Canada with the intent of developing a standard system to meet the needs of all users. Shortly thereafter the Department of Manpower and Immigration in consultation with Statistics Canada undertook development of a Canadian Classification and Dictionary of Occupations (CCDO).

The project required analysis of many thousands of jobs, specifying such attributes as materials worked with, tools used, education, training required and physical demands of the job. Following several years of intensive research, job analyses, consultation with employers, professional associations and labour organizations, Volume I was finally completed and implemented on January 1, 1973.

Volume I provides detailed definitions for more than 6,700 occupations. Within the classification system jobs are grouped according to kind of work performed and skills or abilities required, in descending order of complexity. This system permits easy identification of entry jobs to an occupation and possibilities of progression to other jobs requiring increasing degrees of skill and knowledge.

Volume II, to be published later this year, groups occupations according to worker aptitudes, interests, and temperaments, training time, physical demands and working conditions. This system should aid the individual in making a rational and suitable occupational choice.

In employment offices, the CCDO coding system will provide a basis for setting up filing systems on clients and job orders and will facilitate interviewing, counselling and placement of applicants.

For employers, the CCDO will provide a basis for recruiting, promoting, transferring and job classification systems.

For universities, industry and government researchers, the CCDO will provide meaningful occupational data basic to manpower planning studies, for measuring technological change and eventually for forecasting occupational supply and demand.

Guidance workers and students making career decisions will find the CCDO a valuable reference in selecting appropriate educational and vocational goals and in obtaining general information about the world of work.

A final and very important use of the CCDO was in the collection of the 1971 Census of Canada occupational data.

The 1971 Census of Canada

The decennial Census of Canada is the only comprehensive and detailed source of information on the occupational composition of Canada's manpower resources. And since many forecasting techniques are based on extrapolation of past trends, substantial use is made of Census data.

However, the expense of collecting detailed information on such items as occupation, age, education, income, area and housing, severely limits the frequency such tasks are undertaken. Thus a detailed Census is conducted only once every ten years. When the Department of Manpower and Immigration was formed in 1966 it was ironic that the most current detailed occupational data was already five years old. Pending publication of 1971 Census occupational statistics, economists must still work, in large part, with outdated 1961 data.

In addition the coding system used for the 1961 Census consisted of fairly broad, undefined occupational titles which bore no relationship to classification systems used by other government departments or by industries. These factors severely complicated efforts of researchers to develop much needed projections of occupational requirements.

With release of the 1971 figures a major updating development in occupational labour market knowledge will commence. In addition certain important changes instituted for the 1971 Census should greatly improve the value of the data for those concerned with manpower planning.

Notably the CCDO classification system was used instead of the previously undefined broad occupational categories. This will greatly expand usefulness of the data as an input to models for projecting manpower requirements.

Also, aggregations of Census units are consistent with Canada Manpower Centre boundaries. Hence, various statistical series can be developed for small areas to facilitate manpower planning.

The simultaneous development in recent years of supplementary surveys such as the Job Vacancy Survey, which measures labour demand by industry and occupation, will also extend and expand the usefulness of Census data.

The Job Vacancy Survey

The existing system of labour market information in Canada has been focussed

rather lopsidedly on the supply side of the labour market as the decennial Census, monthly Labour Force Survey, and Departmental operational statistics provided an abundance of data on worker characteristics, such as occupation and industry attachment, age, sex, marital status and geographic area.

Though improvements were needed in the quality, currency and detail of labour supply data, the most serious deficiency encountered in planning an active manpower policy was the extreme weakness of data on labour demand, either current or forecast. The effective operation of manpower placement, mobility and immigration presumed a comprehensive knowledge of current job openings by occupation, industry and location. In addition to current data, forecasts of future occupational demand share importance in planning the type and number of training programs.

In 1967, Statistics Canada, under contract from the Department of Manpower and Immigration began development of the Job Vacancy Survey (JVS) to fill the critical gap in labour demand information. Though other countries, notably Sweden and the United States, had some experience in attempting to measure labour demand, the theory and measurement of unfilled labour demand remained both exploratory and tentative in nature. In Canada the JVS constituted the first comprehensive attempt to measure labour demand, and great care was exercised in developing survey techniques and concepts. It was imperative to develop data comparable for all employers and over a time span.

Some four years were spent in developing the survey design, testing and evaluating concepts, definitions and procedures, and conducting extensive interviews with employers. As developed, the JVS is a scientifically designed sample survey of all employers in Canada, covering all sectors except agriculture and households. These sectors represent more than 90 per cent of all employment in Canada. Survey techniques are very intensive: conducted twice a month; cover some 35,000 job vacancy reporting units each occasion, and include both mail and interview phases.

In December 1971 the first JVS results were released, providing quarterly estimates of full-time, part-time and longer-term vacancies. (Longer-term vacancies are full-time jobs which have been unfilled for one month or more.) To date, comprehensive occupational detail is available at the national level, and on a more aggregative basis for regions, provinces and important labour market areas.

In the past year efforts have focussed on evaluating survey techniques and building up trend series for analysis, with data now available for about an eighteen-month period. Based on changes between 1971 and 1972 occupations most in demand in the Pacific region at year-end were: mechanics and repairmen; food, beverage and related processing; stenographic and typing; fabricating, assembling and repairing of textile, fur and leather products; motor transport operating; excavating, grading and paving; other clerical and related; personal service and other medicine and health occupations.

The JVS data is an important addition to the information base required in the planning and implementation of manpower programs. The data will of course, have important uses for other governmental departments both federal and provincial, educational institutions, employers and the general public.

The CANDIDE Model

(The Canadian Disaggregated Interdepartmental Econometric Model)

"If we can perceive, however dimly, the contours of future events, we can reshape them to some extent. Of course our influence is proportionate to our perspective. If our time horizon is only six months or a year, our freedom is limited. A time horizon of eight or ten years gives us greater scope, and a still longer perspective increases our options considerably."

Economic Council of Canada
Ninth Annual Review, 1972

Probably the most frequent and urgently expressed need has been for information on future growth occupations. The past few years have witnessed a lively interest within the general public; an increasing concern by governments, industry and educational institutions; and what can be described only as feverish activity on the part of economists and researchers toward the problem of providing reliable forecasts of long-range occupational requirements.

The demand for detailed projections of occupational requirements voiced from all quarters stems from three major factors. These include rapid growth in the youth-age population, producing record flows of young people into the educational system and labour force; the uncertainty of technological change and its potential for altering the skill content and composition of future job opportunities; and the severe structural imbalances in the labour market which emerged during the boom period of the sixties.

The rapid growth in youth-age groups, primarily a result of the post-war baby boom, is a well publicized feature of both provincial and Canadian populations. In 1971, 17.7 per cent of British Columbia's population was 15-24 years of age, a phenomenal growth since ten years earlier in 1961. This expansion of young people put tremendous pressure on the capabilities of educational institutions. Universities, community colleges, technical schools, and apprenticeship boards needed knowledge of occupational requirements for the future to facilitate planning of meaningful and saleable curriculae. As surplus quantities of teachers, nurses and general B.A. graduates entered the labour market, pressure mounted. Guidance counsellors and students themselves recognized the increasing importance of consulting career outlook information, not only to select an occupation appropriate to their interests and aptitudes, but also equally important to select training which provided reasonable certainty of employment.

Business and industrial planners, too, have become increasingly aware of the importance of manpower planning. Experience has shown that the necessary work force in numbers, skill and experience is not always available to meet the needs of major industrial developments or technological changes in production methods.

In the Department of Manpower and Immigration the need for occupational forecasts has been particularly urgent. A substantial share of resources is allocated to training programs, to upgrade and retrain adults and provide them with skills that will be in demand in the future. Much time elapses in the complex process of identifying

training needs, arranging classroom and instructors, selecting needy individuals, eligible and interested in training; the training time itself, and eventual entry to the labour market. In addition to the training program, projections have been needed to develop a consistent planning and policy framework for mobility, career counselling and immigration activities.

In spite of urgent needs, very little has been provided in Canada by way of occupational forecasts. Until recently the existing data base, technical experience and forecasting methods permitted only crude and isolated attempts at projecting manpower requirements. The first comprehensive Canadian effort was made in 1969, when "A Projection of Manpower Requirements by Occupation in 1975 — for Canada and its Regions"* was published by the Department of Manpower and Immigration. Though a noteworthy project, the data base and methods used were less than perfect and results were difficult to interpret. Since that time various publications on selected highly qualified manpower occupations have been released, largely from a 1967 Survey, but no other major projections study has been feasible.

Now in 1973, substantial developments and improvements in data bases such as those described in earlier sections, coupled with advanced computer technology have opened an alternative method for forecasting occupational requirements: the econometric model — CANDIDE.

Grateful acknowledgement is made to Mr. M.C. McCracken, former CANDIDE Project Manager, for permission to quote from his article "An Overview of CANDIDE Model 1.0".

The CANDIDE Project began in April, 1970, and now there are three closely related versions of CANDIDE Model 1.0, the April, May, and September models, named after the month in 1972 during which the particular version of the CANDIDE model became operational. The April model is the one on which the Economic Council of Canada's *Ninth Annual Review* was based and references used in this article are based on the September model.

In brief, CANDIDE is a medium term forecasting model and can be characterized as a simultaneous non-linear, econometric model of the Canadian economy.

CANDIDE is essentially a data bank that also contains other files, computer programs and operating procedures. The whole system is organized so that economists can estimate and alter equations, define model blocks, run simulations, produce reports and maintain the data base. It attempts to be a "general purpose" model and the data bank thus represents all the major aggregates shown by Statistics Canada publications and used by government for policy analysis.

In further introduction, "the field of economics has witnessed the development of econometric models, improved data bases, and increased focus on the future potential of the economy. Computers have benefitted from increasing sophistication in hardware, software and the ability of researchers to use the tools effectively.

"The CANDIDE Project unites the two in a fruitful union."

* Author B. Ahamad

Involved in the project are the Economic Council of Canada; Statistics Canada; the Department of Manpower and Immigration; Department of Regional Economic Expansion; the Department of Finance; and the Bank of Canada. The principal goal is to integrate input-output, manpower and macroeconomic demand models into a consistent framework for interaction among the sectors.

The determination of unemployment is a major output of the model, vital to manpower planning and policies, and also plays a significant role in other parts of the model. To date some 1,600 mathematical equations are involved, representing the functioning of the economy, and further refinements will be forthcoming, in projecting direction of the economy to 1980 as industry detail is added to the wage, employment and price blocks. The model allows incorporation of different assumptions rather than simple extension of past trends, thus able to predict the effect of alternative policy decisions on the economy.

Included then in the uses of CANDIDE are the policy simulations, whereby various policies may be examined and consequences understood in terms of unemployment, prices, growth, current account, employment, wage-price developments and the industry dimensions of output. Another use is the integration of various data sources into a consistent framework, to highlight important sources as well as those that are weak and require development. This, in general, will assist users in specifying data requirements and priorities to Statistics Canada.

The development of "conditional forecasts" to 1980 for major aggregates and industry output provides the environment for government departments to develop sub-models to explore their own particular areas of interest.

For example, the Department of Regional Economic Expansion is developing a sub-model to assess the regional impact on employment, labour force and income of alternative investment decisions.

The Department of Manpower and Immigration will develop a sub-model to detail occupational manpower requirements by industry and region. Regional participation will be involved and commence in the early summer of 1973. First results are expected within the first half of 1974.

STATISTICAL APPENDIX

LABOUR MARKET BY OCCUPATION

- Client Registrations
- Vacancies Registered

INDUSTRY INDICATORS

- General Economic
- Forestry
- Construction
- Mining
- Trade

Table A-1
REGISTERED CLIENTS WITHOUT EMPLOYMENT
BY CANADA MANPOWER CENTRE

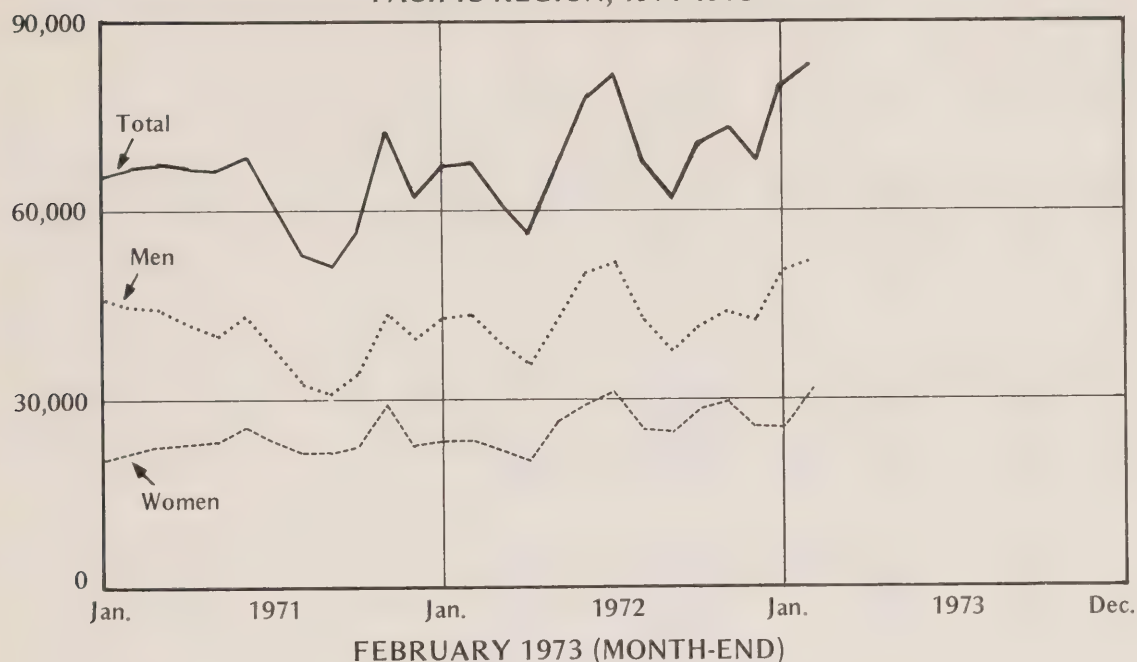
PACIFIC REGION, FEBRUARY 1973 (MONTH-END)

CMC Area	Clients	CMC Area	Clients
Abbotsford	2,066	Port Alberni	1,370
Campbell River	1,104	Powell River	1,128
Chilliwack	3,154	Prince George	2,973
Courtenay	1,690	Prince Rupert	1,033
Cranbrook	1,684	Quesnel	821
Dawson Creek	910	Terrace	1,763
Fort St. John	893	Trail	1,633
Kamloops	1,727	Vancouver Metro	39,522
Kelowna	2,394	Vernon	2,139
Nanaimo	3,118	Victoria	7,627
Nelson	1,340	Whitehorse	487
Penticton	2,269	Williams Lake	569

Note: Care must be exercised in the use and interpretation of the operational data from Canada Manpower Centres. Statistics on the number of persons registered at CMCs do not constitute an adequate measure of the number of unemployed. The only official measure of unemployment and of the rate of unemployment is from the Labour Force Survey conducted by Statistics Canada.

Source: Department of Manpower and Immigration.

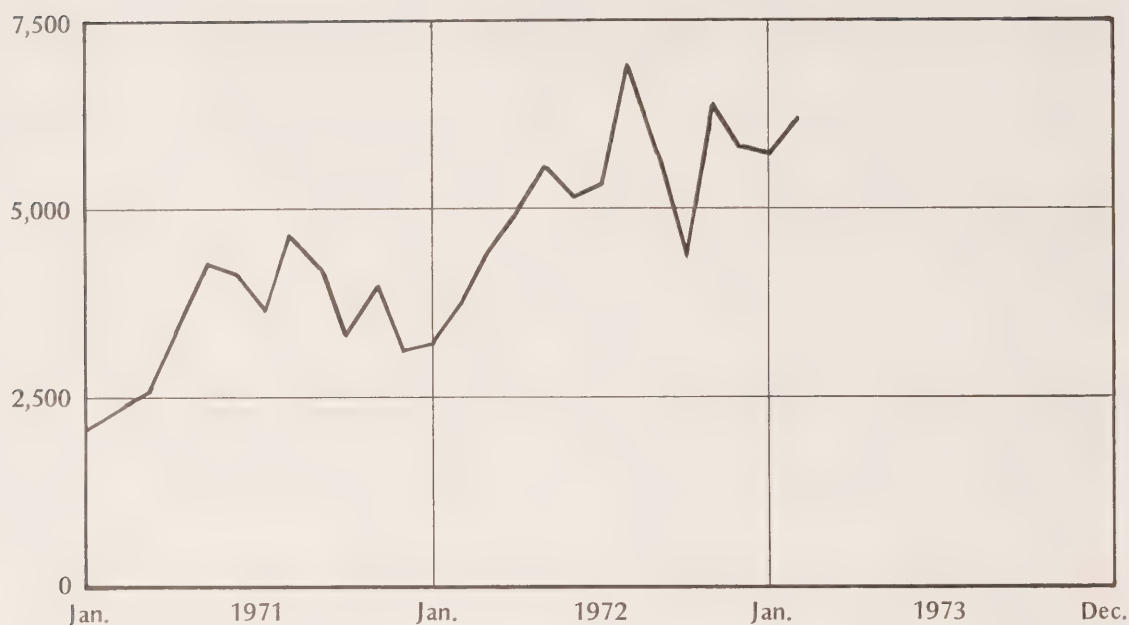
Chart A-1
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION, 1971-1973



	Number	%
Managerial, Administrative and Related	1,982	2.4
Natural Science, Engineering and Mathematics	2,114	2.5
Social Sciences and Related	1,019	1.2
Religion	6	—
Teaching and Related	1,002	1.2
Medicine and Health	1,812	2.2
Artistic, Literary, Performing Arts and Related	1,002	1.2
Sport and Recreation	91	—
Clerical and Related	15,843	19.0
Sales	6,250	7.5
Service	11,568	13.9
Farming, Horticultural and Animal-Husbandry	1,069	1.3
Fishing, Hunting, Trapping and Related	394	0.5
Forestry and Logging	2,735	3.3
Mining and Quarrying Including Oil and Gas Fields	589	0.7
Processing Occupations	3,804	4.6
Machining and Related	1,482	1.8
Product Fabricating, Assembling and Repairing	3,549	4.3
Construction Trades	11,655	14.0
Transport Equipment Operating	3,533	4.2
Material-Handling and Related, N.E.C.	3,611	4.3
Other Crafts and Equipment Operating	622	0.7
Occupations Not Elsewhere Classified	3,068	3.7
Students	4,594	5.5
TOTAL	83,414	100.0

Source: Department of Manpower and Immigration.

Chart A-2
MONTH-END VACANCIES
PACIFIC REGION, 1971-1973



FEBRUARY 1973 (MONTH-END)

	Number	%
Managerial, Administrative and Related	130	2.1
Natural Science, Engineering and Mathematics	207	3.3
Social Sciences and Related	134	2.2
Religion	—	—
Teaching and Related	128	2.1
Medicine and Health	223	3.6
Artistic, Literary, Performing Arts and Related	50	0.8
Sport and Recreation	9	—
Clerical and Related	859	13.9
Sales	440	7.1
Service	1,116	18.2
Farming, Horticultural and Animal-Husbandry	168	2.7
Fishing, Hunting, Trapping and Related	2	—
Forestry and Logging	162	2.6
Mining and Quarrying Including Oil and Gas Fields	59	1.0
Processing Occupations	225	3.6
Machining and Related	240	3.9
Product Fabricating, Assembling and Repairing	794	12.8
Construction Trades	762	12.3
Transport Equipment Operating	124	2.0
Material-Handling and Related, N.E.C.	113	1.8
Other Crafts and Equipment Operating	65	1.0
Occupations Not Elsewhere Classified	136	2.2
Students	47	0.8
TOTAL	6,193	100.0

Source: Department of Manpower and Immigration

Table A-2
GENERAL ECONOMIC INDICATORS – BRITISH COLUMBIA

				Percent Change		
	Unit	Latest Month	Amount	Previous Month	Latest Month 72/73	
*EARNINGS AND HOURS WORKED						
Wages and Salaries	\$ per week	January	170.38	+ 2.0	+ 7.8	
Average Earnings	\$ per hour	January	4.74	—	+ 9.5	
Average Hours	Number	January	37.8	+ 3.3	+ 1.3	
PRODUCTION						
Value of Factory Shipments	\$'000	February	441,100	+ 4.2	+26.8	
Lumber Sawm	M.f.b.m.	February	862,900	+ 3.3	+ 7.7	
Paper Production	Tons	January	162,000	+ 9.4	+ 9.2	
Pulp Production	Tons	January	430,000	+ 1.1	+17.7	
Fish Landed	\$'000	February	816	+267.6	+86.3	
INTERNAL TRADE						
Retail Sales	\$'000	January	321,700	- 29.1	+15.3	
Electric Power	Million kwh	January	2,992	+ 1.7	+10.0	
Sales of Life Insurance	\$'000	January	91,260	- 9.7	+40.9	
Gasoline Consumed	'000 gal	January	51,100	- 2.3	+16.7	
Tourist Permits	Number	January	46,200	- 13.5	- 1.7	
CONSTRUCTION						
Building Permits	\$'000	January	47,900	- 8.1	+38.4	
Housing Starts	Units	February	1,322	+ 15.3	- 32.4	
Housing Completions	Units	February	2,290	- 7.5	+18.0	
EXTERNAL TRADE						
Exports through B.C. Ports	\$'000	January	279,800	- 5.6	+27.9	
Imports through B.C. Ports	\$'000	December	128,900	- 15.3	+ 6.2	
INDEXES						
Vancouver Consumer Price Index	Index	March	137.2	+ 0.7	+ 5.0	
B.C. Index of Employment (Industrial Composite)	Index	January	146.9	- 1.8	+ 3.8	

* Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

Source: Statistics Canada, Ottawa,
Bureau of Economics and Statistics, Victoria

Table A-3
ECONOMIC INDICATORS – B.C. FOREST INDUSTRY

					Year to Date	
	Unit	Latest Month	Amount	Change 72/73 %	Amount	Change 72/73 %
PRODUCTION						
Timber Scaled	M.cu.ft.	January	145,949	+33.1	145,949	+33.1
Lumber Sawn	M.f.b.m.	February	862,900	+ 7.7	1,698,200	+11.5
Plywood Production	M.sq.ft. 3/8"	December	156,100	- 3.8	1,965,200	+ 4.9
Paper Production	Tons	January	162,000	+ 9.3	162,000	+ 9.3
Pulp Production	Tons	January	430,000	+17.7	430,000	+17.7
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	November ^(P)	226.25	+12.9		
Saw, Shingle and Planing Mills	\$ per week	November	187.47	+11.8		
Veneer and Plywood Mills	\$ per week	November	181.64	+10.8		
Pulp and Paper Mills	\$ per week	November	220.84	+ 9.4		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	November	4.75	+12.8		
Veneer and Plywood Mills	\$ per hour	November	4.68	+ 9.1		
Pulp and Paper Mills	\$ per hour	November	5.37	+ 8.0		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	November	38.4	- 0.8		
Veneer and Plywood Mills	Hours	November	37.5	+ 1.4		
Pulp and Paper Mills	Hours	November	39.4	+ 2.1		
EMPLOYMENT INDEX (1961 = 100)						
Forestry	Index	November	132.7	+ 8.7		
Saw, Shingle and Planing Mills	Index	November	128.8	+ 1.5		
Veneer and Plywood Mills	Index	November	130.7	+ 9.4		
Pulp and Paper Mills	Index	November	169.2	+ 2.5		

(P) Preliminary

Source: Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Man-Hours and Hourly Earnings, Statistics Canada, 72-003.
Bureau of Statistics, Victoria.

Table A-4
ECONOMIC INDICATORS – B.C. CONSTRUCTION

	Unit	Latest Month	Amount	Change 72/73 %	Year to Date Amount	Change 72/73 %
Building Permits	\$'000	January	47,900	+38.3	47,900	+38.3
Housing Starts	Units	February	1,322	- 32.4	2,469	- 11.6
Housing Completions	Units	February	2,290	+18.0	4,765	+32.0
AVERAGE WAGES AND SALARIES						
Building	\$ per week	November ^(P)	246.05	+ 8.9		
Engineering	\$ per week	November	292.14	+13.9		
AVERAGE EARNINGS						
Building	\$ per hour	November	6.82	+ 7.4		
Engineering	\$ per hour	November	7.45	+12.9		
AVERAGE WEEKLY HOURS						
Building	Hours	November	35.8	—		
Engineering	Hours	November	39.7	+ 0.5		
EMPLOYMENT INDEX (1961 = 100)						
Building	Index	November	176.6	- 13.4		
Engineering	Index	November	135.3	+32.9		

(P) Preliminary

Source: Building Permits, Statistics Canada, 64-001.
 Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
 Man-Hours and Hourly Earnings, Statistics Canada, 72-003.
 Canadian Housing Statistics, C.M.H.C.

Table A-5
ECONOMIC INDICATORS — B.C. MINING INDUSTRY

				Change 72/73 %	Year to Date	
	Unit	Latest Month	Amount		Amount	Change 72/73 %
PRODUCTION OR SHIPMENTS						
Copper Shipments	'000 lbs.	December	57,694	+77.7	476,313	+68.5
Molybdenum Shipments	'000 lbs.	December	2,146	+53.5	26,049	- 3.6
Lead Shipments	'000 lbs.	December	17,180	- 23.7	192,979	- 22.9
Zinc Shipments	'000 lbs.	December	22,847	- 9.6	270,392	- 8.8
Crude Oil Production	'000 bbl.	December	1,917	- 5.5	23,831	- 5.3
Natural Gas Production	M.cu.ft.	December	42,914	+ 7.1	440,581	+24.6
*EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	November ^(P)	215.68	+ 8.7		
Average Earnings	\$ per hour	November	5.15	+ 7.5		
Average Weekly Hours	Hours	November	40.7	—		
*EMPLOYMENT INDEX (1961 = 100) Index						
		November	166.9	+11.4		

*Earnings and Hours Worked and the Employment Index are for mining including milling.

Source: Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Man-Hours and Hourly Earnings, Statistics Canada, 72-003.

Table A-6
ECONOMIC INDICATORS — B.C. TRADE

				Change	Year to Date	Change
	Unit	Latest Month	Amount	72/73 %	Amount	72/73 %
TRADE						
Exports through B.C. Ports	\$'000	January	279,800	+27.9	279,800	+27.9
Imports through B.C. Ports	\$'000	December	128,900	+ 6.2	1,748,800	+30.5
Exports through Vancouver	'000 tons	January	2,651	+16.5	2,651	+16.5
Imports through Vancouver	'000 tons	January	489	- 19.9	489	- 19.9
Retail Sales	\$'000	January	321,700	+15.2	321,700	+15.2
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	November ^(P)	173.53	+ 8.3		
Retail	\$ per week	November	116.15	+ 4.4		
EMPLOYMENT INDEX (1961 = 100)						
Wholesale	Index	November	154.9	+ 6.9		
Retail	Index	November	183.5	+ 6.5		

(P) Preliminary

Source: Retail Trade, Statistics Canada, 63-005.
Employment and Average Weekly Wages and Salaries, Statistics Canada, 72-002.
Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES – PACIFIC REGION

Abbotsford	2111 McCallum Road	853-1112
Ashcroft	402 Brink Street	453-2221
Burnaby	4940 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	P.O. Box 367	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 – 104th Avenue	782-5877
Duncan	101 – 435 Trunk Road	748-8111
Fernie	492 Third Avenue	423-6621
Fort St. John	10071 – 101st Avenue	785-6166
Fort Nelson	P.O. Box 596, Sikinni Building	774-2727
Hope	777 Fraser Street	869-5722
Houston	P.O. Box 730	845-2934
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Mission City	7100 Horne Avenue	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	138 West Third Avenue	624-9671
Princeton	Bridge & Kinley Street	295-6951
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	563 Number 3 Road	273-6431
Surrey	10072 King George Highway	588-5981
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253

CANADA MANPOWER CENTRES — PACIFIC REGION

Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	545-2125
Victoria	1415 Vancouver Street	385-6711
Whitehorse	101 Federal Building	667-4238
Williams Lake	99 Second Avenue	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	King Edward Centre, 961 West 12th Avenue	731-4614
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Vocational Institute, 250 West Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

ECONOMIC ANALYSIS AND FORECASTS BRANCH

District Economists		
Kamloops	North-Central Area	372-2584
	Suite 203 — 611 Lansdowne Street	
Kamloops	Okanagan-Kootenays Area	372-2584
	Suite 203- 611 Lansowne Street	
Vancouver	Vancouver Island Area	666-1134
	1444 Alberni Street	
Vancouver	Metro Vancouver Area	666-1133
	1444 Alberni Street	
Regional Economist		
Vancouver	1444 Alberni Street	666-1135
Vancouver	Assistant Regional Economist	666-1131
	1444 Alberni Street	

CANADA IMMIGRATION CENTRES – PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	Federal Building, 1005 – 104th Avenue	782-5877
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	10th Floor, 235 First Avenue	372-2515
Kingsgate	Kingsgate	424-5424
Nanaimo	P.O. Box 219, 75 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	138 West Third Avenue	624-9671
Sidney	c/o P.O. Box 368, Victoria	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3627

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
-----------	---	----------

CANADA MANPOWER CENTRES FOR STUDENTS PACIFIC REGION

Burnaby	101-6929 Buller Avenue	437-4791 & 92
Chilliwack	133 Main Street	792-1371
Cranbrook	First Street South and Tenth Avenue	426-7287 & 88
Kamloops	295 Fourth Avenue	374-2100 & 09
Kelowna	471 Queensway Avenue	763-2433
Nanaimo	Suite 1 - 20 Front Street	754-5534 & 35
New Westminster	420 Sixth Street	526-4511 Local 234, 235
North Vancouver	1622 Pemberton Avenue	980-6564 & 65
Prince George	1320 Fifth Avenue	562-2161 Local 34, 37, 38, 39
Trail	835 Spokane Street	368-5566 Local 07
Vancouver	Room 201 - 549 Howe Street	666-1931
Victoria	610 Yates Street	388-5170, 78 & 79
Whitehorse	Room 106 - 212 Main Street	667-4238

OPPORTUNITIES FOR YOUTH REGIONAL OFFICES

Abbotsford	2491 McCallum Road	853-4331
Nanaimo	Suite 5 - 93 Commercial Street	753-5941
Nelson	490 Baker Street	352-3777
Oliver	R.R. No. 2	498-3033
Prince George	Box 1539, Station A	562-5588
Vancouver	728 Homer Street	688-7791
Vernon	Second Floor, 3114 - 30th Avenue	542-7809
Victoria	4026 Borden Street	382-7334

OPPORTUNITIES FOR YOUTH PROVINCIAL OFFICE

B.C. and Yukon P.O. Box 2277, Vancouver 3, B.C.

Take a good look around



Students can do all kinds of jobs for you.

Hire a student this summer.

Contact your nearest Canada Manpower Centre
or special Student Placement Office



Canada
Manpower
Centre

Manpower and Immigration

Centre de
Main-d'œuvre
du Canada

Main-d'œuvre et Immigration

THERE ARE 350 OFFICES ACROSS CANADA TO PROVIDE A PUBLIC EMPLOYMENT SERVICE DESIGNED TO:

- Recruit qualified workers
- Supply industry with a more productive work force
- Help workers develop new skills to meet the demands of industry
- Assist workers in relocating in areas where openings are available
- Provide both employers and employees with up-to-date labour market information

WHY NOT GET IN TOUCH WITH YOUR NEAREST CANADA MANPOWER CENTRE? TRAINED MANPOWER COUNSELLORS CAN HELP YOU OR YOUR COMPANY SOLVE YOUR EMPLOYMENT PROBLEMS.

**Hon. Robert Andras
Minister**



**Manpower
and Immigration**

**Main-d'œuvre
et Immigration**

manpower review

acific region



Manpower
and Immigration

Main-d'œuvre
et Immigration

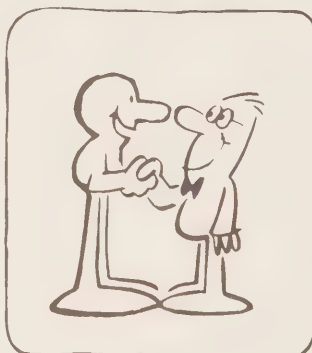


I 12
M 15

3rd quarter 1973 (Vol. 6 No. 3)

MANPOWER'S NEW LOOK:
Expanded range of service
to aid workers, employers

If you were in Canada by November 30, 1972, and have remained here since, as a visitor or without legal status, we're going to give you until midnight, October 15, 1973 to make our country your country.



If you're making a success of life in Canada, we think you should have all the benefits enjoyed by legal residents.

So until midnight, October 15, we're going to help you get them.

Until then, you may apply for landed immigrant status (the first step towards full citizenship) without any penalties at all because you came into the country or remained here illegally.

And until that same date, your application will be judged by very relaxed rules.

A lot of factors will be con-

sidered, and you may qualify on any one of them.

As you can see, we're making it easy. But much as we want to help you, after October 15, we won't be able to. After that, the new law says that you will be unable to qualify for landed immigrant status while in Canada, and have no appeal against deportation.

Just give us your name and address, and the facts of your case. We want you to belong, and to be able to participate fully in the life around you. And we'll do everything we can to make our country

your country.

For further information, phone, write or visit your nearest Canada Immigration Centre, or, if there isn't one near you, your nearest Canada Manpower Centre. (Services given by Canadian Immigration Officers are free.)

Canada Immigration Centres are open to receive applications weekdays from 8:00 am to 8:00 pm and Saturdays from 9:00 am to 5:00 pm, and from 8:00 am to midnight Monday, October 15.



**Manpower
and Immigration**

Robert Andras, Minister

**Main-d'œuvre
et Immigration**

Robert Andras, ministre

PACIFIC MANPOWER REVIEW

THIRD QUARTER 1973

Department of Manpower and Immigration
Economic Analysis and Forecasts Branch
Pacific Region Office

Foreword

The **Pacific Manpower Review** is published quarterly by the Economic Analysis and Forecasts Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

REGIONAL ECONOMIST,
DEPARTMENT OF MANPOWER AND IMMIGRATION,
SUITE 510 — 1111 WEST GEORGIA
VANCOUVER 5, BRITISH COLUMBIA.

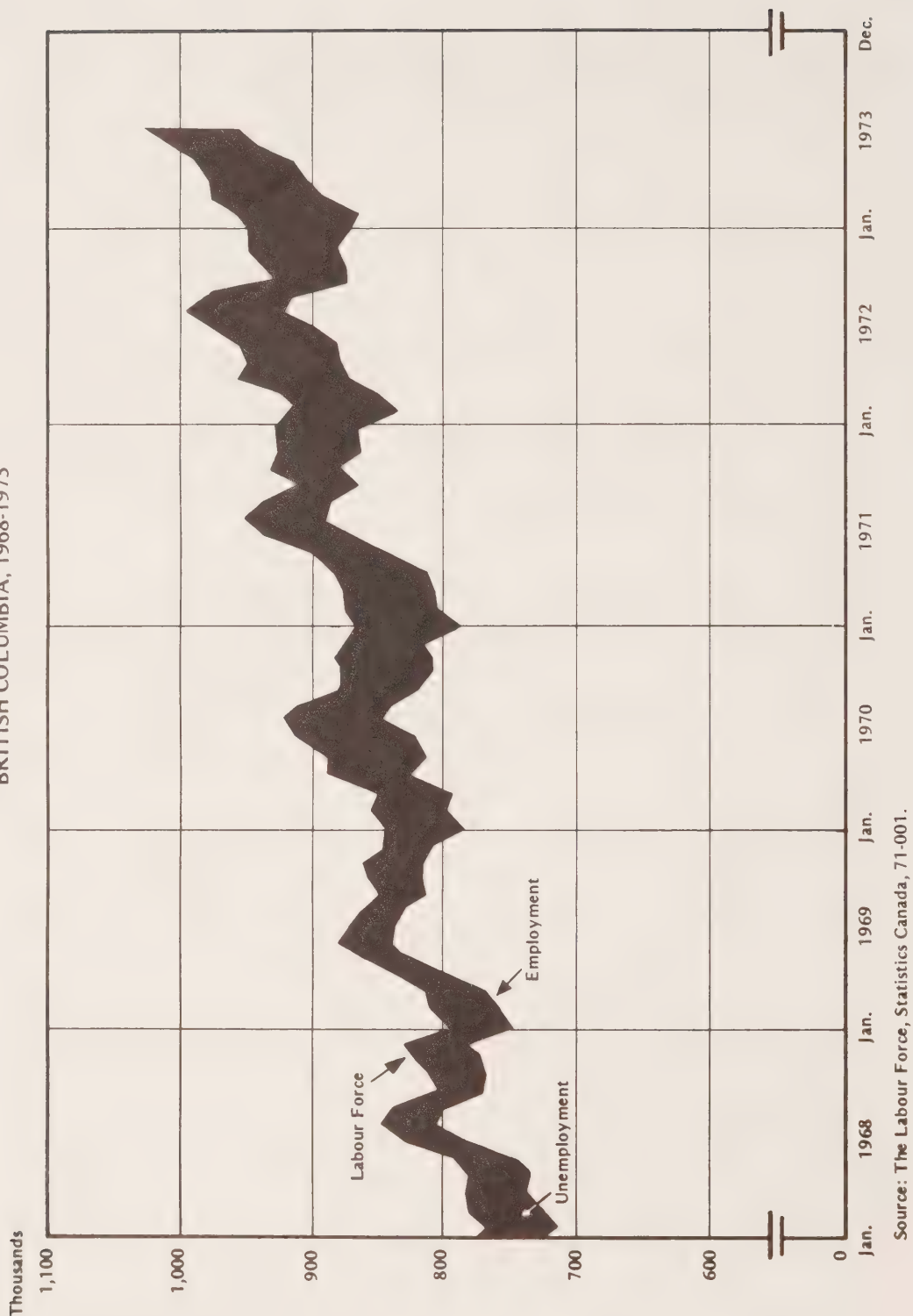
J. VanderLoo
Director General

S. L. Young
Regional Economist

TABLE OF CONTENTS

THE REGIONAL LABOUR MARKET	5
Labour Force	5
Employment	5
Unemployment	5
OCCUPATIONAL DEVELOPMENTS	8
Overview	8
Job Vacancy Survey	8
Occupational Shortages	9
Wage and Salary Rates, Selected Occupations	10
— Hotel Occupations	10
— Logging Occupations	10
— Hospital Occupations	11
AREA HIGHLIGHTS	12
Metro Vancouver Area	12
Vancouver Island Area	13
Okanagan-Kootenays Area	14
North-Central Area	17
CMC Whitehorse	19
MANPOWER PROGRAMS	20
The Canada Manpower Centre	20
Canada Manpower Training Programs	20
Canada Manpower Mobility Program	23
Direct Employment Programs	24
Employment Development	24
Special Programs	25
CANADA MANPOWER CENTRES	26
CANADA IMMIGRATION CENTRES	28

CHART 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA, 1968-1973



THE REGIONAL LABOUR MARKET

SECOND QUARTER 1973

Unemployment in British Columbia maintained a pronounced and steady decline in second quarter 1973 in spite of a solid rise in labour force participation which added 37,000 persons to the provincial work force. The unusual first quarter employment strength, supported initially by Direct Employment Programs, continued and gathered momentum through to mid-year.

Employment growth was strong on both a quarterly and year-to-year comparison. Capacity operations in most manufacturing firms, active hydro, commercial and residential construction, and a long awaited strengthening in the service industry produced a 56,000 employment gain for the quarter. Employment at 944,000 represented a growth of 6.7 per cent over one year ago.

Though unemployment remained comparatively high, substantial labour shortages by mid-year became evident in the provincial labour market.

LABOUR FORCE

A seasonal expansion of 37,000 in the British Columbia labour force was slightly larger than usual and raised the second quarter 1973 average to 1,009,000. The participation rate (that portion of the working age population either employed or seeking work) moved steadily upwards throughout the period rising from 58.1 per cent in April to a record 60.2 per cent in June.

Labour force participation was higher in all age groups and for both men and women. However increases were largest for males and youth.

As usual for this time of year, youth under 25 years of age are swelling the work force as large numbers of university, college and high school students seek summer employment. In second quarter 1973 almost 60 per cent of the total advance, some 22,000 persons, was composed of youth. The youth labour force in British Columbia rose to 263,000.

Male participation rates were sharply higher on both a quarterly and year-to-year comparison, while female rates moved up only marginally in each case. The strong labour force activity of males reflects the buoyant employment conditions in the primary, manufacturing and construction industries as well as the absence of widespread industrial disputes which prevailed in 1972.

The male labour force of 674,000 in second quarter 1973 was 5.5 per cent larger than one year ago while the female labour force of 334,000 represented a growth of 4.4 per cent over the year.

In total, rapid expansion continued in the provincial work force compared to one year ago with a growth of 5.2 per cent and 50,000 persons over second quarter 1972.

EMPLOYMENT

General

The strong employment growth attained by mid-year in British Columbia reflected the benefits of a larger than usual seasonal gain, an underlying six-month expansionary trend and only minor disruptions from industrial disputes.

The unusual first quarter employment strength of 14,000 jobs continued and gathered momentum through to mid-year with an additional 56,000 persons employed in second quarter 1973, a gain of 6.3 per cent for the quarter and well in excess of usual seasonal gains which in the past three years have averaged 34,000 jobs and 4.2 per cent.

Total employment rose to 944,000 in the second quarter, supported by capacity operations in most manufacturing firms, a seasonal upturn in construction activity and a long awaited strengthening in the service industry.

Employment levels in the second quarter were also well advanced from one year ago when the economy was dampened by lengthy industrial disputes in the forestry, construction and municipal government sectors. Prolonged disputes meant the loss of over 2,000,000 man days of employment in 1972. In contrast labour disputes in the first half of 1973 may be considered mild, with only 202,352 man days of employment lost thus far. Hence second quarter 1973 turned in a 59,000 and 6.7 per cent employment gain over the same quarter on year ago.

Industrial Trends

On an industrial basis goods producing industries recorded most of the employment strength while expansion in the service industry was much slower on both a quarterly and trend comparison.

Seasonal gains in the goods producing sector were concentrated in manufacturing and construction, supported by capacity operations in most sawmills and wood products manufacturing firms, a high level of shipbuilding activity and seasonal fish and fruit processing activity. Construction employment also advanced reflecting the build-up of crews on the Mica Dam and Kootenay Canal projects in the interior, extension work on the B.C. Railway at Squamish, expansion

Table 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA

	Quarterly Averages			Change
	Second Quarter 1973	First Quarter 1973	Second Quarter 1972	Second Quarter 72/73 %
ACTUAL				
Labour Force	1,009	972	959	+5.2
Employed	944	888	885	+6.7
Unemployed	65	83	74	.
	%	%	%	
*Participation Rate	59.1	57.5	58.3	—
Unemployment Rate	6.4	8.6	7.7	—
SEASONALLY ADJUSTED				
Labour Force	1,001	993	950	+5.4
Employed	938	918	878	+6.8
Unemployed	62	75	72	—
	%	%	%	
*Participation Rate	58.7	58.8	57.8	—
Unemployment Rate	6.2	7.6	7.6	—

(P) Preliminary

* Labour Force as percentage of population 14 years of age and over.

The seasonally adjusted series is subject to periodic revision when more up-to-date estimates of change in seasonal patterns becomes available.

Source: The Labour Force, Statistics Canada, 71-001.

of container facilities in Vancouver, and a moderate level of residential construction. Most office construction is completed and no major industrial construction is underway in the province.

Hence the goods producing sectors which represent only one-third of total provincial employment, recorded over 80 per cent of the second quarter employment gains — advancing by 45,000 jobs and 16.3 per cent between first and second quarter 1973.

Employment growth in the service producing industries was substantially slower advancing by only 1.8 per cent and 11,000 jobs between first and second quarter 1973. Hence, although the service producing industries account for over two-thirds of total employment in the B.C. economy, they registered less than 20 per cent of the second quarter employment growth.

Though small seasonal gains were noted in the community, business and personal service industry during second quarter 1973, the average employment level remained lower than one year ago, continuing a nine-month trend of very low job formation rates. Only in June, the final month of the quarter, was a year-to-year increase in service industry employment evident.

Age — Sex Groups

A large portion of second quarter employment gains accrued to males and reflected the seasonal expansion of heavy industries such as primary, manufacturing and construction sectors. Employment of males rose by 42,000 and 7.1 per cent to 631,000 during the quarter while employment of women rose more slowly by 14,000 and 4.7 per cent to 313,000. Women represented about one-third of the total employed in the province.

Employment among youth aged 14-24 years improved substantially during the quarter and was also well advanced from one year ago. Hence the addition of 22,000 persons to the youth labour force in second quarter 1973 was easily absorbed by a 32,000 advance in the number employed. Total youth employment average 235,000, a gain of 10.8 per cent compared to one year ago.

UNEMPLOYMENT

The number of persons unemployed in the province continued a pronounced and steady decline from the January peak of 95,000 jobless to average 65,000 in second quarter 1973. The greatest improvements were recorded for prime age males and youth aged 14-24 years. Unemployment among women declined more slowly, reflecting the low rate of job formation in the service industries.

Of the 65,000 persons unemployed in second quarter 1973, 43,000 were men and 22,000 were

women. The unemployment rate for males decreased substantially from 8.8 per cent in first quarter 1973 to 6.4 per cent and contrary to the usual pattern dipped marginally below that for females.

Unemployment among youth aged 14-24 years showed considerable improvement in British Columbia in spite of increased participation rates producing a larger than usual inflow to the labour market. Unemployment averaging 15.8 per cent for those under 25 years of age in first quarter 1973 declined sharply to average 11.0 per cent in the second quarter.

Unemployment was also lower than one year ago when an average of 74,000 persons were without work in the province. The actual second quarter unemployment averaged 6.4 per cent in B.C. compared to 8.6 per cent in the first three months of the year and 7.7 per cent in the same quarter of 1972.

The seasonally adjusted unemployment rate declined steadily in the first five months of the year to 6.2 per cent in May 1973. A fractional rise to 6.3 per cent was recorded in June.

OCCUPATIONAL DEVELOPMENTS

OVERVIEW

All indicators point to improved job market prospects in British Columbia. Strong employment growth and steadily declining unemployment rates recorded through to mid-year provide overall evidence of tightened labour market conditions. The seasonally adjusted unemployment rate declined to about 6 per cent with considerable gains achieved in the youth group. The quarterly report of the Job Vacancy Survey, a comprehensive measure of unfilled labour demand, also revealed a one-third increase in vacancies in first quarter 1973 compared to one year ago.

Operational statistics of the Department of Manpower and Immigration also confirmed substantially increased activity in vacancies, job placements and labour shortage occupations com-

pared to one year ago. Vacancies on file at Pacific Region CMC's numbered 9,364 on May 31, 1973, an increase of 65.8 per cent over one year ago, while job placements totalled 15,837 during May, an increase of 4,452 over the previous month and 20.0 per cent more than one year ago.

A month-end count of registered clients (persons seeking full-time or part-time employment through CMC's revealed 90,804 persons seeking employment in the Pacific Region on May 31, 1973. This figure is not comparable to previous data due to a procedural change in the method of recording summer students as well as internal operating changes.

Though unemployment remained comparatively high at mid-year, already substantial labour shortages had emerged in the province. Estimates of some 990 occupational shortages on June 1, 1973, job vacancies which remained unfilled for 30 days or more, represented a four-year high. Important shortage occupations in British Columbia up to mid-year included graduate nurses, secretaries, motor vehicle repairmen, welders and various service occupations related to the tourist industry such as chefs, cooks, waiters, barbers and hair-dressers.

JOB VACANCY SURVEY

First results from the Job Vacancy Survey, conducted by Statistics Canada under contract from the Department of Manpower and Immigration, were released in December, 1971. The survey is designed to provide regular information on the unfilled demand for labour — occupationally, industrially and geographically, and represents the first attempt to do so in Canada. To date comprehensive occupational detail is available at the national level and on a more aggregative basis for regions, provinces and important labour market areas.

Latest available data indicates that in the first quarter of 1973, there were on average a total of 7,415 job vacancies in the Pacific Region. This should be interpreted as representing the general level of vacancies during any day in the quarter and includes full-time, casual, part-time, and temporary jobs. Total current vacancies in the first quarter were about one-third greater than the 5,621 vacancies estimated in the fourth quarter of 1972 or the 5,463 estimated for the first quarter of 1972. Of the 7,415 total current vacancies over 90 per cent were full-time job vacancies.

TABLE 2
OPERATIONAL STATISTICS
PACIFIC REGION*

	May 1973	April 1973	May 1972	Change May '72/'73 %
Registered Clients ¹ (MAN 757)	90,804	83,026	68,444	32.7
Registered Vacancies ² (MAN 757)	29,364	8,032	5,647	65.8
Placements ³ (MAN 751)	15,837	11,385	13,196	20.0
Occupational Shortages ⁴	990	775	620	59.7

¹ Registered clients without employment seeking full-time or part-time work (month-end)

² Registered vacancies (month-end)

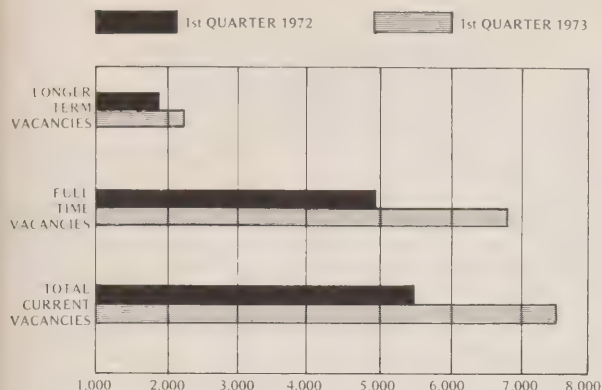
³ Regular placements plus transfer out

⁴ A vacancy which has remained unfilled for 30 days or longer

* Includes Yukon

CHART 2

JOB VACANCY SURVEY PACIFIC REGION



Full-time vacancies estimated at 6,713 in first quarter 1973 were 35 per cent more than in the previous quarter and 37 per cent more than in the first quarter of 1972.

Longer term vacancies increased also. "Longer-term vacancies" refers to those jobs which have been unfilled for one month or longer and provides an indicator of the degree of recruiting difficulty being encountered by employers. About one-third of all full-time vacancies were longer-term in nature in the first quarter of 1973. Longer-term vacancies were estimated at 2,197 in first quarter 1973, an increase of 26 per cent over the previous quarter and 18 per cent more than one year ago.

Seven occupational groups accounted for almost three-quarters of both total current vacancies and full-time vacancies in first quarter 1973.

Occupations Most In Demand

Based on first quarter 1973 results occupations most in demand in the Pacific Region were:

Service: — notably food and beverage occupations.

Clerical and Related: — Bookkeepers, Accounting, Stenographers; Typists and Receptionists.

Product Fabricating, Assembling and Repairing: — Mechanics and Repairmen; Fabricating Furniture Products.

Sales: — Service Salesmen; Commodities Salesmen.

Medicine and Health: — Nursing

Machinery and Related: — Metal Shaping

Transport Equipment Operating:

OCCUPATIONAL SHORTAGES

The number of persistent shortages in Pacific Regional almost doubled by mid-year and provided further evidence of a tightening in labour demand. Occupational shortages estimated at 990 on June 1, 1973 were almost 60 per cent more than one year ago and represented a four-year high.

An "occupational shortage" is defined as a job vacancy which has remained unfilled for 30 days or longer.

Major occupations in persistent shortage during the second quarter of 1973 were:

High Demand

Mechanics and Repairmen (Industrial, Farm and Construction Machinery)
Graduate Nurses
Motor Vehicle Repairmen
Barbers and Hairdressers
Draughtsmen
Welders

Moderate Demand

Secretaries
Typists and Clerk Typists
Chefs, Cooks
Personal Service
Timber Cutting
Machinists
Construction, Electrician and Repair
Excavating, Grading, Paving

WAGE AND SALARY RATES IN BRITISH COLUMBIA

TABLE 3

HOTEL OCCUPATIONS (200 OR MORE EMPLOYEES)

October 1, 1972

Occupation	Monthly Salary	
	Average	Predominant Range
Front Office	\$	\$
Cashier, Female	504	380 - 567
Room Clerk, Male	545	354 - 612
Room Clerk, Female	513	440 - 546
Telephone Switchboard Operator, Female	488	366 - 546
Service		
Baggage Porter	—	—
Bell Boy	418	369 - 447
Elevator Operator, Male	—	—
Beverage, Parlour, Cocktail Lounge, Tavern, Etc.		
Bartender	620	537 - 676
Tapman	—	—
Waiter, Beverage	466	364 - 574
Cafeteria, Coffee Shop, Dining Room		
Captain, Waiter	556	450 - 661
Cashier, Female	447	343 - 570
Waiter	2.45/ hr.	1.95 - 2.74/hr.
Waitress	2.34/hr.	1.92 - 2.64/hr.
Housekeeping		
Chambermaid	461	345 - 526
Housekeeper	470	383 - 553
Houseman	448	345 - 546
Seamstress	468	348 - 544
Kitchen		
Chef, Department or Station	615	501 - 643
Cook, Cold Meat	—	—
Cook, Fry	523	399 - 625
Cook, Pastry	518	399 - 549
Cook, Roast and Broiler	564	—
Cook, Sauce	574	—
Cook, Vegetable	—	—
Kitchen Helper, Male	484	371 - 578
Dishwasher, Hand and Machine, Female	2.52/hr.	2.34 - 2.56/ hr.

LOGGING OCCUPATIONS

October 1, 1972

Occupation	Wage Rate Per Day	
	Average	Predominant Range
Boom Man	37.90	36.72 - 39.24
Bull Cook	33.58	—
Chaser	36.92	36.16 - 39.04
Chokerman (Chainman)	35.47	—
Cook	36.17	33.56 - 38.74
Donkey Engineer (Loading; Skidder & Yarding)	41.29	38.80 - 43.80
Faller and Bucker (time work)	39.52	—
Faller and Bucker (piece work)	78.18	52.00 - 97.68
Flunkey	33.81	—
High Rigger	42.23	39.04 - 43.80
Hook Tender	43.65	40.92 - 45.36
Loader (Hooker, Tongsman)	38.86	34.80 - 41.64
Log-Truck Driver	39.09	33.76 - 43.68
Rigging Slinger	39.40	—
Roadman	39.06	35.32 - 44.80
Saw Filer	40.21	26.16 - 42.72
Scaler	38.65	36.00 - 41.08
Signalman	—	—
Swamper	35.03	33.56 - 35.56
Maintenance Workers	Hourly Rates	
Carpenter	5.28	4.39 - 5.65
Electrician	5.42	5.07 - 5.76
Labourer	3.90	3.58 - 4.23
Machinist	5.46	4.62 - 5.77
Mechanic	5.51	5.25 - 5.74
Millwright	5.37	4.65 - 5.70
Shipper	4.87	3.58 - 5.25
Truck Driver (Light)	4.65	4.32 - 5.06
Welder	5.43	5.30 - 5.65

Source: *Wage Rates, Salaries and Hours of Work. Canada Department of Labour, Economics and Research Branch, October 1972.*

HOSPITAL OCCUPATIONS

October 1, 1972

Occupation	Monthly Salary	
	Average	Predominant Range
Nursing Service	\$	\$
Staff Nurse — R.N.	710	631 - 791
Nursing Auxiliary — Certified	528	509 - 530
Nursing Auxiliary — Uncertified	477	462 - 496
Nursing Orderly, Experienced, Male	630	580 - 666
Nursing Orderly, Inexperienced, Male	609	505 - 679
Psychiatric Attendant, Male	595	531 - 624
Psychiatric Aide, Female	594	531 - 619
Diagnostic and Treatment Services		
Laboratory Technician (Medical), Male	759	633 - 856
Laboratory Technician (Medical), Female	704	622 - 785
Laboratory Assistant, Male	—	—
Laboratory Assistant, Female	504	463 - 533
Morgue Attendant	715	—
Remedial Gymnast, Staff	719	—
X-Ray Technician, Male	739	618 - 839
X-Ray Technician, Female	707	622-- 776
Dietary and Housekeeping Service		
Cook, Male	630	575 - 689
Cook, Female	560	486 - 632
Assistant Cook, Male	571	496 - 640
Assistant Cook, Female	502	461 - 567
Laundry Operator, Heavy Duties, Male	648	556 - 683
Laundry Operator, Light Duties, Female	457	405 - 478
Maid, Hospital	446	410 - 463
Seamstress	459	445 - 482

HOSPITAL OCCUPATIONS

October 1, 1972

Occupation	Hourly Rates	
	Average	Predominant Range
Maintenance and Service		
Carpenter	5.12	4.13 - 5.66
Electrician	5.48	4.14 - 6.12
Mechanic	—	—
Stationary Engineer, 1st Class	—	—
Stationary Engineer, 2nd Class	5.12	4.31 - 6.18
Stationary Engineer, 3rd Class	5.01	4.73 - 5.67
Stationary Engineer, 4th Class	4.56	3.69 - 5.03
Stationary Fireman	4.29	2.96 - 4.89
Truck Driver, Light and Heavy	3.86	3.63 - 3.87
General Labourer	3.82	2.47 - 4.30

Source: *Wage Rates, Salaries and Hours of Work, Canada Department of Labour, Economics and Research Branch, October 1972.*

MINIMUM WAGE RATES BY PROVINCE

TABLE 4

Wages \$ per hour

	Feb. 1/73 minimum	July 1/73 minimum	July 1/74 minimum	Average Manufact.*
Federal	1.90	1.90		n/a
Newfoundland	1.40	1.40		3.13
P.E.I.	1.25	1.40	1.50	n/a
Nova Scotia	1.55	1.65		3.18
New Brunswick	1.50	1.50	1.90	3.24
Quebec	1.65	1.70	1.90	3.29
Ontario	1.80	1.80		3.98
Manitoba	1.75	1.75	1.90	3.40
Saskatchewan	1.75	1.75		3.93
Alberta	1.75	1.75		4.09
B.C.	2.00	2.00	2.50	4.83
N.W.T.	1.50	1.50	2.00	n/a
Yukon	1.75	2.00	2.00	n/a

*All manufacturing industries, April 1973.

AREA HIGHLIGHTS

SECOND QUARTER 1973

METRO VANCOUVER AREA

This year's second quarter increase in Metro Vancouver job opportunities represents the greatest employment expansion rate of several years. Vacancies notified by employers to the Area's Canada Manpower Centres reflect a much improved labour market situation. Added confirmation is provided by data from the Job Vacancy Survey. Vacancies for full-time jobs in the first quarter of 1973 increased almost 34 per cent over last year's total for the same period. Of the full-time vacancies reported for Metro Vancouver, more than 37 per cent were outstanding for over thirty days. A year ago 31 per cent were in the long-term category. Jobs for highly skilled workers constitute a large proportion of the long-term vacancies.

Vacancies Notified During the Month
Metro Vancouver Area

	1973	1972
January	6,387	5,202
February	6,401	5,387
March	7,374	6,726
April	7,241	6,670
May	9,948	8,150
June	9,119	6,836

Except for the elevator constructors' strike extending into April there were fewer disruptive labour/management negotiations than in 1972. Thus, most segments of the labour market were able to respond to the strong demand for manpower derived from the export sector, construction activity and consumer spending. Manufacturing, construction and transportation produced significant gains over last year. More moderate increases following the long-term pattern of steady growth were recorded by the service of producing industries.

Within the manufacturing sector, wood products, metal fabricating, machinery, transportation equipment and shipbuilding firms exhibit the strongest demand. For an extended period many of these industry firms have experienced manpower shortages. Many are still seeking skilled workers needed to expand production. Among the most critical skill shortages are fitter-welders, steel fabricators, and maintenance mechanics.

A somewhat changed pattern of labour demand is beginning to appear in the construction industry, shifting from commercial and industrial into institutional or government sponsored projects. Five major hotels, several office buildings and commercial developments are nearing completion, producing a temporary situation of excess capacity. Some easing of construction industry manpower requirements is therefore expected. Municipal works and B.C. Government office building in downtown Vancouver should take up some, but not all of the slack.

Transportation has benefitted from substantially increased port activity, expansion of the B.C. railway and new jobs in municipal transit. Port activity along with more widespread use of containers has been an important factor in the greater demand for trucking and rail services. Increased activity in the forest industry also contributes to employment expansion in transportation. Further growth is expected in the Port of Vancouver which received 40 per cent of the National Harbours Board 1973 capital budget. While employment activity in the processing industries has been strong it has not expanded in firms supplying consulting and capital raising services to the primary industries. Because fewer major resource development projects are beyond the proposal stage, demand is reduced for the engineering and drafting services normally supplied by Vancouver firms. A similar situation exists in brokerage houses where low stock market volumes may force some establishments to reduce payrolls. Reduced mining exploration has resulted in less demand for engineers, geologists, surveyors, topographical draftsmen and students as well.

Not all services are so affected but more are continuing to expand employment, supported by the Area's high rate of population growth and a general shift away from goods producing activities. Employment in hotels and restaurants continues to expand along with other tourist and convention related services. Financial services should benefit from establishment of the Canadian Development Corporation headquarters in Vancouver, the money market operations and increased foreign trade. With its growing service sector the Metro Vancouver Area should begin to experience more even patterns of employment expansion and eventually lower average unemployment rates.

A large proportion of the hard-to-fill vacancies are found in the service industries. Many vacancies

in the personal service occupations often result from unattractive pay and working conditions. Many others, particularly in medicine and health occupations, represent real shortages of available people with the proper training. A recent shortage of registered and graduate nurses has resulted in closure of hospital beds. In addition 50 physiotherapists and 30 occupational therapists are required for positions in Metro Vancouver and throughout B.C. At best only 39 graduates will become available this year and next year only 29 are expected.

Despite the overall improvement evident this year a certain amount of slack remains in the labour market with a preponderance of younger age groups in the labour force. Employment expansion also tends to have a "pull" effect on migration into the area. Thus the number seeking employment remains proportionately larger than in many other parts of the country. These factors make unemployment rates even in the 5 to 6 per cent range difficult to achieve in Metro Vancouver.

Unemployment Rates (Actual)

	May 1973	April 1973	March 1973	May 1972
Canada	5.3%	6.3%	5.5%	6.2%
British Columbia	6.2	7.0	7.6	8.0
Metro Vancouver	6.0	7.0	7.4	9.0

For the remainder of 1973, wood products manufacturing, shipbuilding and transportation are expected to maintain high levels of employment but a slowdown in construction and construction related manufacturing is expected. Fewer commercial and industrial projects are planned but new public works and more housing construction to relieve some of the demand pressures may absorb surplus manpower before too long a period of dislocation. Service industry employment growth rates on an annual basis are expected to remain positive but decline slightly from the first half, largely as a result of reduced activity in business services.

VANCOUVER ISLAND AREA

Optimistic signs noted in the Vancouver Island labour market during the first quarter of 1973 carried through into the second quarter. The surge of activity experienced in the first three months of 1973 appears to be levelling off slightly, but the overall picture is significantly better than during the corresponding quarter of 1972.

Using Vacancies Notified to Canada Manpower Centres as a guide to the flow of jobs through the Area labour market the volume of job opportunities is substantially higher than in 1972.

Vacancies Notified During Month Vancouver Island Area

	1973	1972
1st Quarter	7,993	5,580
2nd Quarter	9,552	6,902
3rd Quarter		5,829
4th Quarter		4,199

In response to increased employment opportunities in practically every sector of the economy, Vancouver Island's unemployment rate has shown a marked decline. The latest statistics available from the Labour Force Survey show a drop of a full percentage point from 7.1 per cent in May 1972 to 6.1 per cent in May 1973. The drop in the unemployment rate is even more marked if one takes into account the increased rate of participation of persons fourteen years and over. In 1972 the proportion of the working age population actively involved in the labour market averaged 52.1 per cent. In the first five months of 1973 participation rose to an average of 54.5 per cent. Increased female participation, a changing age structure and a generally more bouyant economy appear to be the major factors contributing to the rise.

The major thrust in the Area labour market has continued to be a high level of activity in the logging and wood products manufacturing sectors. Most firms are operating at near capacity levels in response to strong market demand. Lumber prices at the end of the quarter were approximately 40 per cent higher than a year ago and newsprint is experiencing a sharp rise in market demand. At Ocean Falls two newsprint machines have come on stream in the last two months and approximately 240 men have found employment at the mill since its purchase by the B.C. Government in April. Despite a fire at Harmac's Bleach mill and periodic shutdowns by Rayonier at Port Alice to meet pollution control requirements, the overall strength of the forest based industries has afforded a considerable number of new employment opportunities for both skilled and semi-skilled workers. Male university students who desired summer jobs in this sector had little difficulty in finding positions. At the end of the quarter the shortage of qualified, experienced personnel noted earlier in the year had reached chronic proportions and many firms have begun to train on the job. At the time of writing, an otherwise optimistic outlook for the forest based industries is slightly clouded by uncertainty surrounding contract negotiations

with the Pulp and Paper Workers of Canada and the United Paperworkers International.

The second quarter of 1973 saw no major new developments in the mining industry on Vancouver Island. However, Texada West on Texada Island and Island Copper Mine at Port Hardy continue to provide the major sources of employment in this sector and both firms have expansion projects slated for late 1973 or early 1974. There appears to have been no reduction in mining exploration activity and several firms are contemplating developing their various holdings.

In the fishing industry the United Fishermen and Allied Workers Union has concluded contract agreements with the Fisheries Association and predictions of good salmon runs brighten the outlook for the industry. While fish processing itself is insignificant on Vancouver Island, west coast waters are a very important contributor to catch totals. A recently discovered shrimp bed off Tofino on the west coast has a new potential for earnings.

Shipbuilding has continued strong in Victoria. Employment levels have doubled in this sector over the last two years and orders on hand indicate the high level of activity will continue into 1974.

The high price of dressed lumber, a shortage of structural steel and the land freeze legislation have combined to dampen construction activity slightly over the quarter. The backlog of projects delayed by the elevator workers strike has been largely completed and fewer new projects were undertaken than anticipated. The outlook for the third quarter is relatively optimistic with a large volume of institutional and commercial construction forecast. Municipal recreation centres, hospital construction and renovation, shopping centres and commercial-residential complexes are all expected to contribute to higher levels of construction activity in the third quarter. Residential construction in the Greater Victoria area is expected to start on an upward swing in response to extremely strong demand for single family housing.

Vacancies notified in the service sector of the Island economy have risen from 2,493 in the first quarter to 2,797 in the second quarter and employment has expanded partly in response to seasonal hiring in anticipation of a large influx of tourists. Car landing statistics and registrations at the various tourist bureaus indicate that larger numbers of visitors are coming to the area than in 1972. Hiring in the service sector will likely taper off somewhat after July as summer requirements are filled. Operational statistics at Canada Manpower Centres show that the demand for sales people in retail trade has already begun to level off. Although a drop in service hiring is expected, it is not anticipated that employment levels during the

remainder of the year will drop to 1972 levels. Both consumer expenditures and disposable personal incomes remain high. Employment growth is expected to centre in Victoria, Port Hardy and Northern Island areas.

Public Administration hiring in the second quarter has provided a considerable boost to the Greater Victoria economy. Aside from regular turnover, 1,000 new jobs were created with the Provincial Government's announcement of three new portfolios. Personnel departments have been processing and hiring about 60 persons a month to date. The new B.C. Government Auto Insurance program is expected to provide additional employment although it is not yet clear what the distribution of employees between Victoria and Vancouver will be.

Persistent shortages in Vancouver Island District are concentrated in the following occupations: Registered Nurses, fully qualified Hairdressers, Housekeepers, Welders, Electricians, Steel Spar Engineers, Millwrights, Auto Mechanics and Heavy Duty Mechanics.

OKANAGAN-KOOTENAYS AREA

A high level of residential construction activity, buildup of crews on major hydro projects, continued production at near-peak capacity at lumber and plywood-veneer plants, and the seasonal pickup in the Area's travel industry provided the main source of strength to employment during the period under review. Resumption of full scale logging and commencement of the Okanagan cherry harvest added further impetus to labour force expansion during June.

Vacancies placed by employers at Area Manpower Centres rose sharply during the current three-month period, exceeding that of the previous quarter by 60 per cent, and more significantly, registering a 20 per cent increase over the second quarter of 1972. Employment expansion during the current period was sufficient to absorb the influx of post-secondary students entering the labour market and still maintain the steady downward trend in unemployed client registrations. By June 30, 1973 the number of clients seeking work at the Area's Manpower Centres had dropped to 11,737, a decrease of just over 3,000 from the January 1973 peak.

A further seasonal buildup of the work force in catering, hospitality and the Okanagan tree fruit industry should generate additional impetus to the present high level of employment during the summer and fall months of 1973. However the increasing number of secondary students expected to be seeking work during the summer holidays will likely militate against any significant reduction

in unemployed clients, at least until August. As in past years, acute shortages of waitresses and fruit pickers are almost certain to develop in September when students return to school.

A brief report on the Area's more important industries follows. Resource based manufacturing sub-sectors are reviewed in conjunction with related primary industries.

As listed below, preliminary estimates of Okanagan fruit production for 1973 published by the Horticultural Branch of the Provincial Department of Agriculture on July 3, forecast a substantial increase in the volume of apples, cherries and peaches over 1972 but a sharp reduction in the grape crop due to heavy winter injury.

Fruit Production in Tons

	1972	1973
Apples	111,259	130,941
Pears	19,316	18,788
Cherries	4,467	6,879
Peaches and Apricots	14,347	17,688
Prunes and Plums	3,195	3,898
Grapes	10,029	5,350

Strong demand for seasonal farm labour is expected to develop during the second and third weeks of July, tapering off slightly until mid-August, then peaking during the last three weeks of September. Availability of students should alleviate the pressure for help during July and August. However, a critical shortage of pickers is likely to occur during September, persisting into the first half of October.

The normal seasonal buildup in employment at packing houses and processing plants should add approximately 2,000 more workers to company payrolls in this Area by mid-September. However, the local supply of seasonal help should be adequate to meet the increased manpower requirements of these establishments.

Logging was again curtailed by the annual spring breakup during April and May but the impact was much less severe than in 1972. The volume of timber scaled in the Area during the second quarter of 1973 exceeded that of the same period in 1972 by 64 per cent, maintaining employment at a very high level for these slower months of the logging season.

Resumption of full scale logging throughout the Area in June created strong demand for fallers and buckers, scalers, log loader and skidder operators. With a continued high level of production expected to persist into winter, demand for workers in these occupations will probably intensify during the summer and fall months. At the end of June shortages were reported for fallers and buckers and

crawler tractor operators at Nelson. These occupations will likely continue to be periodically in short supply, especially at more isolated logging sites.

Extensive tree planting operations and an expanded summer student hiring program by the B.C. Forest Service added further strength to employment in the forestry sector during the current period. Almost 500 students will be employed, either on a full or part-time basis, by this Department during the summer months.

Although lumber prices have been declining steadily since mid-April, sawmills in the Area generally continued to operate at near peak capacity during the current three-month period. Veneer and plywood plants as well as the Area's three pulp mills also maintained production at a high level.

During April Balco Forest Products Ltd. commenced production at their new plywood plant at Kamloops which will eventually create an estimated 100 more jobs at this establishment. Addition of a third shift to the plywood-veneer division of H.K. Lumber Co. Ltd. also provided employment for about 35 more workers at Salmon Arm.

Even though lumber prices are likely to continue their present downward trend, production is expected to remain near present levels during the third quarter of 1973. Projected September opening of new highly automated sawmills by Crown Zellerbach at Kelowna and Armstrong will result in the closure of several existing plants and an overall reduction in crews of approximately 50 - 75 employees. However, this will be offset by additional hiring for a sawmill near Trail and an enlarged veneer operation at Merritt.

Experienced sawmill tradesmen were generally in demand during the current period. Millwrights were continually in short supply. Periodic shortages also developed for sawyers, planermen, lumber graders and saw filers, and a high degree of staff turnover still plagued the Triangle Pacific operation at Slocan. Little change in the labour supply-demand balance is likely to occur during the ensuing summer and fall.

The recent takeover of the Canadian Cellulose plant at Castlegar by the provincial government is not likely to have any immediate impact on this operation. Canadian Forest Products Ltd., a major coastal forest firm, also acquired control of Balco Forest Products Ltd. in June, but they have indicated that they do not presently plan on any management changes.

Production and employment levels at major mines remained quite stable during the second quarter of 1973. Some increase in exploration activity was noted in the Kamloops and Nelson areas, attributable in part to the sharp rise in metal prices which has revived interest in several old

abandoned properties, and spurred interest in potential promising new ore bodies.

Closure of two mines south of Nelson by fall will reduce the work force by approximately 200, but this could be partially offset by possible opening or re-opening of several small operations in the Kamloops, Penticton and Kootenay areas.

Heavy equipment operators and mechanics, electricians, welders and underground coal miners, primarily for mines in the East Kootenays, continued to be in short supply during the current three-month period. Training programs now underway may alleviate to some extent the chronic shortage which has persisted in most of these occupations since 1971. However, lack of accommodation and isolation will continue to hamper recruitment and retention of staff, particularly for Fording coal's operation in the Upper Elk Valley, 38 miles north of Sparwood. As in past years Cominco hired approximately 200 students for the summer. Rising metal prices should maintain current high production levels at their ore refining facilities at Trail throughout the remainder of 1973.

Further expansion in the transportation equipment sub-sector highlighted activity in non-resource based manufacturing during the period under review. Truck, trailer and mobile home plants in Kelowna and Penticton added about 100 employees to their payrolls. By fall another 200 workers will be hired by Bendix Home Systems Ltd. for their mobile and motor home establishments at Penticton and Oliver.

At Grand Forks, Parta Industries Ltd. continued to gradually increase the work force at their particle board plant; also Chilko Modular Ltd. commenced production of modular houses in June with a small crew, to be augmented by 20 to 30 more employees by fall.

Carefree Design Enterprises Ltd. hope to commence production of recreational trailers and campers by late fall at a new plant near Kinnaird. Approximately 60 workers, about half female, will be hired by this firm.

A fire at Canadian Fiberform's boat manufacturing establishment near Kelowna idled 126 workers in May. These jobs may be permanently lost to the area as management is now considering expansion of their home plant at Spokane as an alternative to rebuilding at their present site.

To date little difficulty has been encountered in satisfying staffing requirements in these sub-sectors. As there is a substantial pool of suitable clients in the areas where expansion of existing or new plant capacity is underway, any shortages which may develop are likely to be only of a temporary nature.

Crown Zellerbach's major sawmill expansion program in the Okanagan, addition of approxi-

mately 1,000 men to crews working on the Mica and Kootenay Canal hydro projects and power transmission lines, and a good seasonal level of residential, commercial, institutional and highway construction spearheaded employment activity in this sector during the second quarter of 1973. Manpower requirements of employers channelled through the Department's offices in this area during the current period exceeded that for the same three months of 1972 by 15 per cent.

Building permit values aggregated for the main population agglomerations in the Area as listed below indicate the continuing strength prevailing in this industry.

Residential Construction Indicators

	April-June 1972	January-March 1973	April-June 1973
Total Value All			
Permits	\$36,389,843	\$33,048,932	\$41,383,835
Value Residential			
Permits	27,427,202	19,857,730	27,843,212
Number New Dwelling Units:			
<i>Greater Kamloops</i>		719	516
<i>Vernon and Adjacent Communities</i>		311	192
<i>Kelowna and Neigh- bouring Satellite Communities</i>		714	353
<i>Penticton and Nearby Suburbs</i>		45	55
<i>Trail</i>		6	1
<i>Nelson</i>		44	61
<i>Cranbrook</i>		96	30
TOTAL		1,935	1,208
			1,443

Although the number of new housing starts declined during the current quarter from the record high levels of the same period in 1972, primarily at Kamloops, Kelowna and Cranbrook, employment activity in this sub-sector remained quite strong. Non-union carpenters were reported in short supply at Vernon and Penticton where residential building has taken a sharp upturn during 1973.

Little change is expected to occur in construction employment during the summer and fall months. Projected startup by late fall on medium to large size shopping centres at Vernon, Penticton and Cranbrook, supplemented by a major hospital expansion program at Kamloops, should offset crew reductions at projects now nearing completion. Strong demand for non-union carpenters and building tradesmen is expected to persist into fall, particularly in those communities with a high level of housing activity. However, the current

surplus of union carpenters and labourers is likely to persist as no new major industrial projects are scheduled to get underway before winter.

As in past years, hiring activity by employers in the service producing classifications rose sharply during the second quarter of 1973, particularly for help in the catering and hospitality sub-group, and also to a lesser degree for workers in the transportation and trade sectors. Opening of new or expanded accommodation and dining facilities at Cranbrook, Salmon Arm and Kamloops during the second quarter of 1973 created additional job opportunities for waitresses, cooks, chambermaids and related occupations. The number of vacancies placed by employers at Manpower Centres in the Area during the second quarter of 1973 in the service producing industries exceeded that for the same period in 1972 by 15 per cent, attesting to the continued steady growth of employment in these sectors.

The level of employment in catering and hospitality is expected to peak during the summer months, tapering off during September and October. Recruitment of civilian help to feed trainees and maintain facilities at the summer cadet camp at Vernon will provide work for an estimated 225 local citizens during July and August. A \$2 million expansion of the Capri Motor Hotel at Kelowna scheduled to open by late fall will create additional new job opportunities for workers in the Kelowna area.

As in past years shortages of waitresses and cooks which developed towards the end of June are likely to continue into fall, probably intensifying during September when students again return to school. Additional demand for licensed cosmetologists and hairdressers during the summer tourist season will further aggravate the persistent shortage in this occupation. Student help could alleviate the chronic shortage of domestic help during the summer months, but again the situation is likely to deteriorate with resumption of classes in September.

The upturn in demand for nursing and related personnel noted during the first quarter of 1973 continued into the period under review. Hospitals located in smaller communities were finding it quite difficult to recruit and hold staff on a permanent basis. Hiring of teachers for new kindergarten classes, to be instituted in September at several school districts in the Area, should maintain teaching staffs at least at present levels, possibly even augmenting the number that were employed at the end of June.

Demand for office and clerical help strengthened during the period under review in line with the pickup in the Area's economy. An adequate supply of clients was generally available in this broad range of occupations. However, legal steno-

graphers, secretaries, experienced bank tellers and clerks continued to be in short supply.

Nearly all Manpower Centres in the Area report a high degree of success in placing post-secondary students during May and June. By the end of June only a small number of these clients had been unable to find summer work.

NORTH-CENTRAL AREA

Labour market activity in the North-Central Area increased markedly over the first quarter experience as product market strengths supported primary and secondary industry and seasonal factors augmented the growth trends evident in tertiary industries. The number of job vacancies notified to Area CMC's during the quarter exceeded the first quarter experience by over 50 per cent and exceeded the experience of the second quarter of 1972 by about 17 per cent. Quarter to quarter increases in vacancies were above average in wood products manufacturing, construction, transportation, communication and utilities, and in the service sector. Gains over the 1972 second quarter experience exceeded the average in mining, wood products manufacturing, paper and allied products manufacturing, in the transportation, communication and utilities sector, in wholesale trade, and in the public administration sector.

The number of unemployed clients registered at Area CMC's fell slightly as labour demand rose over the quarter. Declines were limited by the seasonal influx of students to the labour market. The impact of this sector of the labour force shifted the age distribution of clients without employment downward; over 39 per cent of the clients registered at the end of June were under 20 years of age. At the end of the first quarter approximately 21 per cent of registered clients fell into this age group. Client registrations also reflected a continuing trend toward increased participation of females in the Area labour force. Female clients made up 46 per cent of total registered clients at the end of this quarter, up from 42 per cent at the end of the first quarter and from 36 per cent at the end of the second quarter in 1972. Employment of both students and women was concentrated in the tertiary sector.

In the primary sector, mining employment increased marginally in the second quarter as the Endako mine moved toward capacity employment, and as mineral exploration activity increased in response to strengthening metals markets. However, the seasonal decline in mineral fuels exploration in the Peace River block offset much of the gains experienced elsewhere in the Area. Most metal mines in the Area operated at capacity again this quarter, and generated shortages of mine machinery mechanics and other maintenance tradesmen. These shortages could become acute in

the third quarter, as Brynnor Mines recruits for reopening the Boss Mountain Molybdenum Mine which closed in November 1971. A production decision by Coalition Mining remains a possibility for the third or fourth quarter, and would contribute to the excess demand for skilled miners.

The onset of "breakup" conditions early in the second quarter sharply reduced employment in the primary forestry sector in the interior of the Area. This normal seasonal reduction reduced the volume of timber cut in April to approximately 5 per cent of the March cut in the Prince George Forest District, and total cut in the second quarter was only one-third the first quarter cut. Coastal logging is not affected by such seasonal reductions. Although the seasonal impact reduced employment early in the quarter, the average level of employment over the quarter showed a significant increase over the experience of the same period in 1972, as the industry continued to expand production in response to high lumber prices. Minor shortages of experienced coast fallers and of heavy equipment operators were noted. The persistent problem of high turnover rates (estimated at over 100 per cent in isolated areas) aggravated these shortages, although mild surpluses of unskilled workers were apparent. The shortages are expected to continue as expansion of mills throughout the Area will generate at least 200 additional logging jobs by the fourth quarter.

Employment growth in the wood products manufacturing sector was also curtailed by "break-up" but disruptions were relatively minor. Average employment for the quarter was significantly above the 1972 performance, as existing mills operated near peak capacity. Increased labour market activity in this sector was indicated by a quarter to quarter increase of nearly 70 per cent in vacancies notified to Area CMC's. The shortage of boxcars on the B.C. Railway continued to constrain shipments of lumber outputs, but apparently had little adverse impact on employment in the second quarter. Some mills resorted to trucking output to closest CNR and CPR terminals for shipment. The reopening of the Prince Rupert Forest Industries mill and the addition of another shift at MacKenzie created approximately 70 new jobs in Area mills during the second quarter. Plant expansions currently underway will create about 260 more jobs in the third quarter and an additional 290 jobs in the fourth quarter. The persistent shortages of millwrights, lumber graders, electricians and other skilled mill workers are expected to continue as labour demand in this sector remains very strong. Surpluses of unskilled workers have been reported in some CMC areas, but turnover in entry level positions has been very high.

Employment levels in the pulp and paper manu-

facturing sector remained relatively stable throughout the quarter, but vacancies notified by the industry to Area CMC's were up sharply over both the previous quarter and the same quarter last year. High rates of turnover have been aggravated by lack of reasonable accommodation for employees. Chronic shortages of millwrights and other skilled tradesmen persisted and are expected to continue. The employment outlook for the third quarter is uncertain, as collective agreements with the United Paperworkers International Union and the Pulp and Paperworkers of Canada expired at the end of June. Approximately 3,000 workers in the Area are directly affected.

Employment in industrial construction was down sharply from the levels achieved in the second quarter of 1972, but marked increases in residential and commercial construction resulted in approximately the same number of vacancies notified to Area CMC's as in the second quarter in 1972. However, three new shopping centre facilities provided approximately 200 construction jobs in the second quarter, and three centres planned should provide a further 400 construction jobs by the seasonal peak in the third quarter. General shortages of carpenters, electricians, plumbers and other skilled tradesmen are anticipated. Engineering construction will also become important in the third quarter, when work resumes on the B.C. Railway Dease Lake line, and when work starts on the Fairview Dock at Prince Rupert and the gas pipeline looping project. However, the short-term outlook for industrial construction remains poor, with only small projects expected during 1973.

Expansion of commercial facilities created over 100 new jobs in the retail trade sector in the second quarter and the normal seasonal increase in business activity added to this job growth. Students have filled many seasonal jobs, and employers have shown a willingness to train inexperienced personnel, thereby limiting shortages in the sector.

The seasonal impact of tourism supplemented an underlying employment growth rate of approximately 10 per cent in the personal services sector. Although students entering the labour market have filled many positions in this sector, shortages of waitresses, chambermaids, and cooks were apparent by the end of the second quarter. Market entry of high school students in July may alleviate the shortages, but many positions will remain unfilled because of low pay and unattractive working conditions offered by some employers.

Health services in the Area have been restricted by severe shortages of personnel, which has led to the closure of a 34-bed wing in the hospital at Prince George. Although the hospital recruited 30 registered nurses in Britain, the staffing problem remains serious as turnover rates are very high.

Occupational therapists, medical laboratory technicians and X-ray technicians are also in short supply.

Although employment opportunities in the Area remain relatively attractive, openings for unskilled or transient workers remain limited. Lack of reasonable accommodation is another restricting factor in many parts of the Area.

CMC WHITEHORSE

Second quarter labour market conditions did not compare favourably with the experience of the first quarter or with the second quarter of 1972. Unemployed clients registered at CMC Whitehorse rose markedly as students and transient job seekers inflated the labour supply. Demand apparently did not keep pace and employment increases fell below last year's experience. Limited expansion of mining activity and a slow start on construction projects in the Territory dampened demand. Service and trade sectors were the major components of employment growth as the seasonal impact of tourism augmented a strong underlying growth trend.

Labour market activity in the mining sector was brisk during the second quarter but total employment at producing mines remained relatively static at capacity production levels. Increased turnover at these mines and growth of mineral exploration employment were major components of the increase in labour market activity. Mines faced continuing shortages of heavy duty mechanics, mill repairmen, electricians, and welders, and recorded a larger flow of other vacancies as "spring turnover" was experienced. Exploration activity was spurred by interest in lead-zinc and tungsten deposits along the Yukon-Northwest Territories border. Amax Northwest Company was awarded a \$500,000 exploration contract to work on tungsten claims on the border near the Canol Road. The rapid rise of gold prices has led to renewed interest in Klondike creeks by modern fortune hunters and by small mining operations. Employment generated by the current "gold rush" is not yet significant.

The short term outlook for mining in the Yukon is dampened by cutbacks in capital expenditures from 1972.

Employment growth in logging and sawmilling has made a minor contribution to the economy during the first half of 1973. The Cattermole Timber operation at Watson Lake provided jobs for 30 to 40 persons, mostly from the local Indian band. Construction of a second sawmill at Watson Lake will create jobs for another 15 to 25 persons, and the proposed reopening of the Acorn Lumber Mill north of Whitehorse would add about 40 jobs in the third quarter. Although the forest products industries are a relatively small sector in the Yukon economy, they will directly generate well over 100

new jobs in the Territory in 1973.

Registrations of unemployed clients seeking construction work rose in the second quarter as the seasonal increase in building experienced in recent years failed to materialize. Lack of large construction projects contributed to a mild surplus of carpenters, and to a substantial surplus of personnel with limited skills. Territorial and federal housing programs which will be underway in the third quarter should eliminate the skill surpluses, but semi-skilled and unskilled construction workers could remain in excess supply. Late starts on highway construction contracts also contributed to the increase in construction client registrations at the Whitehorse CMC. Limited employment was provided at the Aishihik power project by the first two phases including road and camp preparation and dirt removal.

The Aishihik project will continue to provide an average of 100 jobs over the short term, as the preliminary excavation work is completed and work on tunnels begins. A further 75 jobs will be created in August for the extension of the Dempster Highway. Natives and northern residents will be given preference. Employment in CMC area will also be augmented by the 33.6 mile section of the Skagway-Carcross road to be constructed in northern B.C.; completion expected in 1975.

Industry sources have projected growth of tourism at 21 per cent for 1973. The seasonal impact of tourism on employment in the hospitality and trade sectors was noted early in the second quarter as demand by highway lodges for waitresses, cooks, and service station attendants became strong. Activity has apparently been supported by interest in the KLONDIKE '73 anniversary celebrations which may help to establish the Yukon as a vacation goal, rather than merely a stop-over point on the route to Alaska. The seasonal and trend increases in tourism generated excess demand for waitresses and cooks which were not eliminated by the influx of university students to the labour market. High turnover in most establishments, poor wages or unpopular working conditions offered by some employers, and accommodation problems are major factors in the continuing excess demand. These conditions are expected to continue through the third quarter, although the market entry of high school students in July may reduce this situation temporarily.

Over the past two years, 8 to 12 per cent of the Yukon work force has consisted of "transients", or non-residents. However, the reduction in employment growth rates from the peaks of 1971 and 1973 should reduce the proportion of these people. Lack of major construction projects, limited accommodation, and a trend toward hiring northern residents first, should reduce the appeal of the Yukon to unskilled transient job seekers.

MANPOWER PROGRAMS

CANADA MANPOWER — INTRODUCTION

A network of Canada Manpower Centres stretching across the nation has a series of objectives tied closely to the interests of people who want to work and employers who want workers.

In B.C. more than 100,000 workers find jobs through Canada Manpower's 48 points of service each year. Another 40,000 adults are sponsored in training courses through provincial vocational schools; private schools; in industry; both on a full-time and part-time basis.

Thousands of British Columbians are paid a living allowance while they attend vocational training and hundreds of employers receive financial help in their efforts to acquire and train a stable workforce.

Some 400 Manpower Counsellors and counsellor-assistants in B.C. and the Yukon operate as extensions to industry's personnel departments as they search for workers to fill job vacancies.

The host of programs described in this presentation, will hopefully clarify the scope of Manpower's ability to help both worker and employer in search of each other.

THE CANADA MANPOWER CENTRE

The Canada Manpower Centre is a link between workers who need jobs or better jobs, and the employer who needs help.

It is also the place where unskilled workers or those caught in technological change can find opportunities for vocational training or upgrading which will make them a more valuable commodity in the labour market.

Employers can find job seekers at the Manpower Centre along with advice, technical and financial assistance in developing training programs to help meet their labour needs when no qualified help is available.

Through a telex network which ties together every Manpower Centre in the country, employers can seek qualified workers throughout the district, province or country.

The Manpower Centre does not manufacture skilled workers. When every available heavy duty mechanic is already employed, it is impossible to turn out a new journeyman over night. That is why the Canada Manpower Centre is backed by specialists and experienced manpower planning consultants to help industry, unions and government assess the future needs for skilled workers and take co-operative steps to help ensure that the work force is available when needed in the short, intermediate or long term.

An example of how an employer can benefit through use of Canada Manpower follows: An employer in an interior city required a mechanical draftsman. A contractor on the West Coast of Vancouver Island had reached the stage on a project where his mechanical draftsman was no longer required. The draftsman registered at the nearest Canada Manpower Centre. In studying their weekly job shortage report, the Island CMC noted that the interior city had a job for a mechanical draftsman. Contact through telex was made to ensure the job was still open and the draftsman, having qualified for assistance under the Manpower Mobility Program, received an Exploratory Grant enabling him to be interviewed by the interior employer. The interview was successful and the draftsman was provided with a Relocation Grant. In this case the employer quickly solved his manpower problem and the worker's income continued, almost unbroken.

Canada Manpower is experimenting with a new type of self-service which gives job seekers immediate exposure to employment vacancies. A pilot project is running in Hamilton, Ontario, and it represents a novel approach in bringing jobs and workers together in a new concept of employment service.

The Job Information Centre lists job vacancies produced through computer printouts. All categories of work will be covered and lists will be updated daily.

Job seekers browse through these lists for jobs they feel are best for them, providing them the opportunity to identify jobs that are most suited to their own skills and abilities.

This type of service will provide a more effective and faster service to employers and will assure that all qualified job seekers have immediate access to his job vacancy.

A Job Information Centre will give those who are job-ready a speedier service and a wide choice of jobs.

Additional Job Information Centres will be opening in selected cities across Canada in the next few months.

CANADA MANPOWER TRAINING PROGRAMS

Under the Federal Adult Occupational Training Act, the Canada Manpower Training Program has been operating since 1967 to help workers gain the skills and knowledge demanded by modern jobs.

Pressures from all directions shape the general objectives of the Manpower Training Program. Pressures of cost and productivity prevent most

employers from keeping open the number of "entry" positions common years ago. An unskilled worker, found the "pair of hands" type of jobs began to vanish from the labour market.

Between the employer who needed capable workers and the unskilled worker, sits the Canada Manpower Training Program.

The basic question is, "Will this manpower client, given training, be able to translate the opportunity into an ongoing job?"

The answer has been "yes" in hundreds of thousands of cases. Consider the investment angle. Is it a good investment to leave the unskilled worker without a job, likely on welfare? Or is it better to invest enough money to send the person on training and pay a living allowance with full expectation that the trainee will soon be a taxpayer again?

A view of some of the training opportunities follows:

Skill Training

Where there is an occupational shortage of workers with required skills, the Department of Manpower and Immigration purchases training courses for individuals to provide them with technical "know-how" to enter or progress in a job. The types of skill training provided range from entry skills to upgrading and updating. An example of the many entry skill courses provided is Commercial General. Trainees learn skills necessary to enter and progress in the commercial field. An example of the numerous upgrading courses offered is Welding Upgrading where trainees may have one ticket, but seek higher certification. An example of an updating course would be Electrical Instrumentation where the worker, an electrician, acquires skills and knowledge to keep abreast of technical changes.



Basic Training for Skill Development (Basic Adult Education)

Workers are often unable to enter a skill course without first upgrading their basic education. For this reason special, accelerated courses in mathematics, science and communication skills are available. An individual may upgrade to the equivalent of Grade 12 on this program and then proceed to further occupational training or directly into employment.

Language Training

The Federal Government provides basic language training for immigrants if their inability to communicate is keeping them from being fully employed.

When an immigrant possesses the mechanical skills required but lacks an understanding of the technical terminology of his or her trade, the Department can purchase special language training at night school to help the worker adapt more quickly to his new situation.



Private Institutions

When courses are not available at publicly operated schools, courses can be purchased from private institutions registered under the Provincial Trade-Schools Regulation Act.

Frequently private schools are used to provide quick upgrading for an individual. They may also be used where extenuating circumstances prevail; e.g., a client's domestic responsibilities, transportation difficulties or a physical handicap prevent attendance at a distant publicly operated school.

Apprentices

Courses for pre-apprentices and apprentices are purchased from the provincial Department of Labour. Last year 5,794 apprentices attended day school for approximately four weeks. The courses are held in vocational schools or regional colleges in B.C. Needless to say these courses are offered in close cooperation with the province.

There are 21 trades in which pre-apprentice courses have been established.

Part-Time Training

Part-time courses are those that provide 24 hours of instruction per week or less. They are intended for workers who have a job and require upgrading which they cannot for various reasons acquire at full-time courses.

Courses may operate for less than 6 hours a day during the afternoon or evening hours. Training for Manpower clients is paid for by the Department but income replacement allowances are not provided.

Supervisory Courses

In cooperation with the Department of Education, the following supervisory courses are offered in this Region: Principles of Supervision, basic and advanced, Instructional techniques, Cost Control, Problem Solving and Industrial Relations. These courses are offered free of charge to employers who wish to train their staff.

Basic Job Readiness Training Program (BJRT)

For people who are seriously disadvantaged economically and socially by lack of education and other employment related skills, BJRT may be the answer. This program recognizes the individual's special needs which include a lack of basic education.

Training is given in basic education, problem solving skills, work and social skills, and in occupational exploration, assessment and orientation. The objective of the program is to prepare clients for direct entry into the labour market or for further skill training.

There is a six-week program designed for men who have a history of intermittent employment and who often lack social, vocational and educational skills. They usually fit in the category of those who are last hired and first fired.

Students are provided with training in job orientation and work motivation. Each trainee is individually assessed to evaluate his potential and the program is then adjusted to meet his particular needs.

At the conclusion of the course, a comprehensive report on the client is sent to the counsellor who referred him so that the client may be sent to a job if possible or referred for further training.

During a similar 12-week special course, women are given an opportunity to undergo assessment and orientation to prepare them for appropriate upgrading or vocational training courses. The goal of the program is to assist women who have no regular attachment to the Labour Force to return to work and support themselves and their families.

Work Assessment and Work Adjustment Training

Clients who have a serious problem in securing or retaining employment because their needs are beyond the range of our normal services, may now attend work assessment classes. During a 4 week period individuals' work habits, work tolerance, work proficiency and aptitudes are appraised to determine what assistance is required to help the worker to function in the labour market.

At the conclusion of the program recommendations may be made to refer the client to employment, to training-on-the-job or to in-school training. Some workers may require the services of



outside agencies. In many cases they will continue in a Work Adjustment Family Program.

This 12 week program is designed to enhance the prospect of finding and holding employment by helping a client to build confidence in his abilities and establish good work habits and attitudes. The trainee's progress is constantly appraised to determine his abilities and interests. Vocational exploration, work experience and other adjustment experience is provided.

At the end of the program the trainee is jointly assessed by the CMC's and relevant provincial and municipal agencies and then referred to employment, to vocational training, training-on-the-job or to a social agency for further assistance.

Industrial Training

This is an incentive program designed to encourage Canadian business and industry to expand and improve their employee training programs. Under this program the Federal Government enters into a training contract with an employer to reimburse the "out-of-pocket" training costs and a share of employee's wages.

The employer devises a plan, structures a training program, prepares a course outline and selects an employee instructor to conduct training. The Department provides technical assistance and financial assistance to meet training costs ranging up to 100 per cent for the instructor's salary, rental of premises, training materials and equipment and up to 50 per cent of trainees' wages.

The program endeavours to utilize the facilities and expertise of industrial and commercial firms and provide training for employees in a realistic setting. The Department's participation represents an investment in industry, the economy and the

worker. The program is gaining increasing acceptance from employers who are developing their capabilities to conduct effective in-plant training.

Contracts may also be negotiated with industrial associations to provide training for the employees of employer members.

In other situations a contract may be signed with an employer to arrange for training-on-the-job. In this case the wages paid to the trainee are shared; when employers are prepared to take a handicapped or disadvantaged person the federal contribution can be quite generous. These contracts may also be arranged in serious shortage occupations where the Canada Manpower Centres are unable to locate fully qualified workers for the employer.

CANADA MANPOWER MOBILITY PROGRAM

The Canada Manpower Mobility Program is an incentive plan for people who need help to move to where the jobs are. The program is not intended to subsidize all worker movement in the nation, but to be used as a discretionary tool to help people who would not be able to move otherwise.

The mobility program is assistance through outright grants — not a system of repayable loans, and falls into these general categories:

- 1) Exploratory Grants: This basically covers transportation costs and living allowances for individuals who leave their own area in search of work in more active job areas.



2) Relocation Grants: Qualified clients who have succeeded in finding a suitable job elsewhere but require financial assistance to move can be eligible for a series of helpful benefits including:

- i Transportation costs for the worker and family.
- ii Full costs of moving household effects or a mobile home.
- iii Transportation costs and living allowance for up to five days for an adult family member to examine housing and school prospects in the relocation area.
- iv Re-establishment allowance for the worker and each family member.
- v A home-owner's allowance of \$1,500 to workers purchasing homes in the relocation area.

3) Special Travel Grants: These are similar to exploratory grants but apply to people who must travel to receive expert counselling, interviewing or testing services not available locally.

4) Trainee Travel and Commuting Allowances
Trainees attending out of town training centres under the Canada Manpower Training Program are eligible for return travel costs plus meals and accommodation while travelling, travelling.
Trainees who commute to another community to attend a training centre may receive a commuting allowance for fare or car mileage not to exceed \$25 per week.

DIRECT EMPLOYMENT PROGRAMS

The Direct Employment Program represents a coordinated attack on unemployment by means of direct federal spending through individuals, groups and municipalities. This job creation scheme is concentrated during the winter months through the Local Initiatives Program and Training-on-the-Job, to overcome seasonal unemployment.

DEP joins forces with industry, all levels of government, and active private groups to create jobs, improve the skills of the work force, and encourage economic growth.

The Local Initiatives Program is designed to draw on the initiative of local community groups and municipalities by providing funds for intensive community betterment projects. These projects are designed to make jobs during high unemployment periods by challenging the imagination and initiative of Canadians to create projects for the betterment of community services and facilities.

A special Training-on-the-Job program was also mounted during the high unemployment period to encourage employers to hire and train workers for their anticipated needs.

The Direct Employment Program sponsored some 15,000 new employment and training opportunities into those regions afflicted with the highest unemployment rates last year.

EMPLOYMENT DEVELOPMENT

Without doubt the thrust of most of Canada Manpower programs is directed toward workers. How to help the worker get training. How to get a job. How to get a better job.

But one group of Canada Manpower specialists spends its time thinking about employers and thinking like employers.

As experts in the field of Manpower programs and with a good knowledge of the Provincial industrial scene, the Employment Development consultants are skilled in applying the resources of Manpower to the problems of industry.

Working in liaison with Manpower Centres and specialist sections of the national Manpower organization the consultants are prepared to aid individual or employer groups in problems ranging from mass hiring programs to training programs; manpower planning forecasts; in-depth industrial studies; and overseas recruitment of specialist staff.

The degree of flexibility attainable when all the departmental resources are coordinated to resolve a specific occupational problem may surprise many employers. Recently, for example, a Vancouver film production company received a half million dollar contract to produce an animated film series. More than 60 jobs were created, but many of them were in categories for which there were no trained





applicants in the labour market. After a thorough search in local Manpower Centres, further recruitment was undertaken through Manpower in Ontario and Quebec. The Canada Manpower Mobility Program was used to pay for the moving of several successful applicants to B.C. The Training-on-the-Job for skill shortages program was used for trainees in six different job categories. As a result of these efforts, most of the vacancies were filled by Canadian workers or trainees, to the satisfaction of the employer. A long-term benefit is that many of these people are added to the local labour pool of skilled workers for this industry.

Canada Manpower's consultants are available for short, intermediate and long-term manpower planning programs and are available to become members of manpower planning bodies of major industries or industrial sectors.

SPECIAL PROGRAMS

In the swings of high to low employment periods there is usually a consistent group of people perpetually unemployed, often considered unemployable. In the job market, they are also-rans because they have been unable or unwilling.

To date, the ability of Canada Manpower to help has been limited. Past experimental programs have demonstrated the unemployable condition is not necessarily permanent.

The Special Programs Branch has been set up by Canada Manpower in an attempt to improve the delivery of existing programs and services to clients with special needs including low-employment possibilities.

It is also responsible for finding new ways of plugging the unemployable back into the working world.

Through experimental Outreach projects, the Special Programs Branch is extending the whole range of Manpower services and programs to clients who do not use them at present. The

reasons for such a project could be many and may include: distance from a CMC, social alienation, and/or cultural or linguistic difficulties. The idea is to provide these clients with one of their own people who is familiar with Manpower services and programs but who is not a member of the Manpower staff. An example of this program presently in operation is the contract for \$72,710.00 awarded to the B.C. Association of Non Status Indians for seven Outreach workers who are placed in communities in British Columbia with large Indian populations and high levels of unemployment. In the first month of this contract these counsellors were successful in placing — either in training or in employment — close to 50 per cent of their clients from a group with which Manpower's regular services have had very little success.

The Local Employment Assistance Program is designed mainly to create new jobs and/or to provide ongoing training and job experience for disadvantaged clients. For purposes of this program, target groups are considered to be people with a record of unemployment who are not likely to become employed through the normal labour market.

As with the Outreach program, LEAP is experimental. It is attempting to reach a wide but selected range of disadvantaged clients, and has as its primary goal the testing of new employment concepts which can indicate further possible developments in Manpower programs and services. These projects may be seen as pilot studies, the results of which might be of use in other parts of Canada or with similar groups of people.



CANADA MANPOWER CENTRES – PACIFIC REGION

Abbotsford	2111 McCallum Road	853-1112
Ashcroft	402 Brink Street	453-2221
Burnaby	4940 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	P.O. Box 367	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 – 104th Avenue	782-5877
Duncan	101 – 435 Trunk Road	748-8111
Fernie	461 Third Avenue	423-6621
Fort St. John	10071 – 101st Avenue	785-6166
Fort Nelson	P.O. Box 596, Sikinni Building	774-2727
Hope	777 Fraser Street	869-5722
Houston	P.O. Box 730	845-2934
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Mission City	7100 Horne Avenue	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	138 West Third Avenue	624-9671
Princeton	Bridge & Kinley Street	295-6951
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	563 Number 3 Road	273-6431
Surrey	10072 King George Highway	588-5981
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253

CANADA MANPOWER CENTRES – PACIFIC REGION

Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 – 31st Street	545-2125
Victoria	1415 Vancouver Street	385-6711
Whitehorse	101 Federal Building	667-4238
Williams Lake	99 Second Avenue	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	King Edward Centre, 961 West 12th Avenue	731-4614
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Vocational Institute, 250 W. Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

ECONOMIC ANALYSIS AND FORECASTS BRANCH

District Economists

Kamloops	North Central Area	372-2584
	Suite 203 – 611 Lansdowne Street	
Kamloops	Okanagan-Kootenays Area	372-2584
	Suite 203 – 611 Lansdowne Street	
Vancouver	Vancouver Island Area	666-1134
	Suite 510 – 1111 West Georgia	
Vancouver	Metro Vancouver Area	666-1133
	Suite 510 – 1111 West Georgia	

Regional Economist

Vancouver	Suite 510 – 1111 West Georgia	666-1135
Vancouver	Assistant Regional Economist	666-1131
	Suite 510 – 1111 West Georgia	

CANADA IMMIGRATION CENTRES – PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	Federal Building, 1005 – 104th Avenue	782-5877
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	10th Floor, 235 First Avenue	374-2171
Kingsgate	Kingsgate	424-5424
Nanaimo	294 Bastion Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	138 Third Avenue West	624-9671
Sidney	c/o P.O. Box 368, Victoria	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3627
Whitehorse	101 Federal Building	667-4238

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
-----------	---	----------

JOB TRAINING FOR YOU



Are you having a hard time finding a job? Perhaps you don't have a skill that is now in demand. You may need training. Last year the Federal government provided training for over 300,000 Canadians. If you lack the skills to take your place in the world of tomorrow, see a Canada Manpower Centre counsellor today.

YOUR JOB IS OUR JOB



**Canada
Manpower
Centre**

Manpower and
Immigration

**Centre de
Main-d'œuvre
du Canada**

Main-d'œuvre et
Immigration

THERE ARE 350 OFFICES ACROSS CANADA TO PROVIDE A PUBLIC EMPLOYMENT SERVICE DESIGNED TO:

- Recruit qualified workers
- Supply industry with a more productive work force
- Help workers develop new skills to meet the demands of industry
- Assist workers in relocating in areas where openings are available
- Provide both employers and employees with up-to-date labour market information

WHY NOT GET IN TOUCH WITH YOUR NEAREST CANADA MANPOWER CENTRE? TRAINED MANPOWER COUNSELLORS CAN HELP YOU OR YOUR COMPANY SOLVE YOUR EMPLOYMENT PROBLEMS.

**Hon. Robert Andras
Minister**



**Manpower
and Immigration**

**Main-d'œuvre
et Immigration**

Publication

manpower review

Manpower and Immigration Main-d'œuvre et Immigration

Pacific region



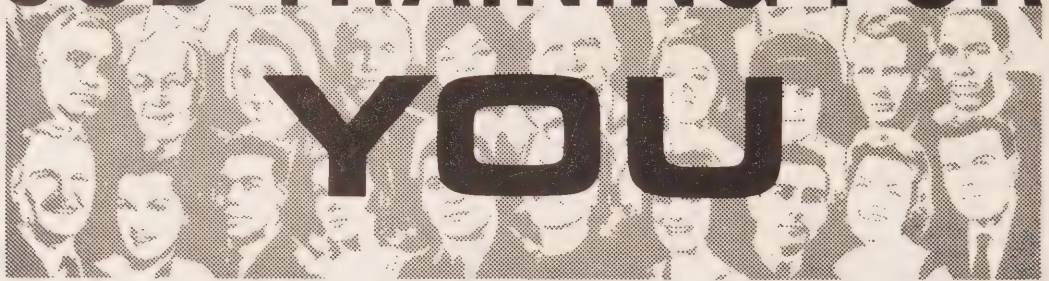
MI2
MI5



th quarter 1973 (Vol. 6 No. 4)

Job Information Centres
Special Programs
Services to Forest Industry
Immigration

JOB TRAINING FOR



Are you having a hard time finding a job? Perhaps you don't have a skill that is now in demand. You may need training.

Last year the Federal government provided training for over 300,000 Canadians. If you lack the skills to take your place in the world of tomorrow, see a Canada Manpower Centre counsellor today.

YOUR JOB IS OUR JOB



**Canada
Manpower
Centre**

Manpower and
Immigration
Robert Andras, Minister

**Centre de
Main-d'œuvre
du Canada**

Main-d'œuvre
et Immigration
Robert Andras, Ministre

PACIFIC MANPOWER REVIEW

FOURTH QUARTER 1973

Department of Manpower and Immigration
Economic Analysis and Forecasts Branch
Pacific Region Office

Foreword

The **Pacific Manpower Review** is published quarterly by the Economic Analysis and Forecasts Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

REGIONAL ECONOMIST,
DEPARTMENT OF MANPOWER AND IMMIGRATION,
ROYAL CENTRE P.O. BOX 11145
1055 WEST GEORGIA STREET
VANCOUVER, B.C. V6E 2P8

J. VanderLoo
Director General

S. L. Young
Regional Economist

TABLE OF CONTENTS

THE REGIONAL LABOUR MARKET	5
Labour Force	5
Employment	5
Unemployment	7
OCCUPATIONAL DEVELOPMENTS	8
Overview	8
Occupational Shortages	8
Job Vacancy Survey	9
Wage and Salary Rates, Selected Occupations	10
— Pulp and Paper Occupations	10
— Newsprint Occupations	10
— Water Transport Occupations	10
— Retail Trade Occupations	11
AREA HIGHLIGHTS	12
Metro Vancouver Area	12
Vancouver Island Area	13
Okanagan-Kootenays Area	15
North-Central Area	17
CMC Whitehorse	19
DEPARTMENTAL PROGRAMS	21
Job Information Centres	21
Special Programs	21
Job Creation Branch	22
Manpower Services — Forest Industries	23
Canada Immigration	24
CANADA MANPOWER CENTRES	26
CANADA IMMIGRATION CENTRES	27
ECONOMIC ANALYSIS AND FORECASTS BRANCH	28

NEW PAPER AVAILABLE ON B.C. INDIANS

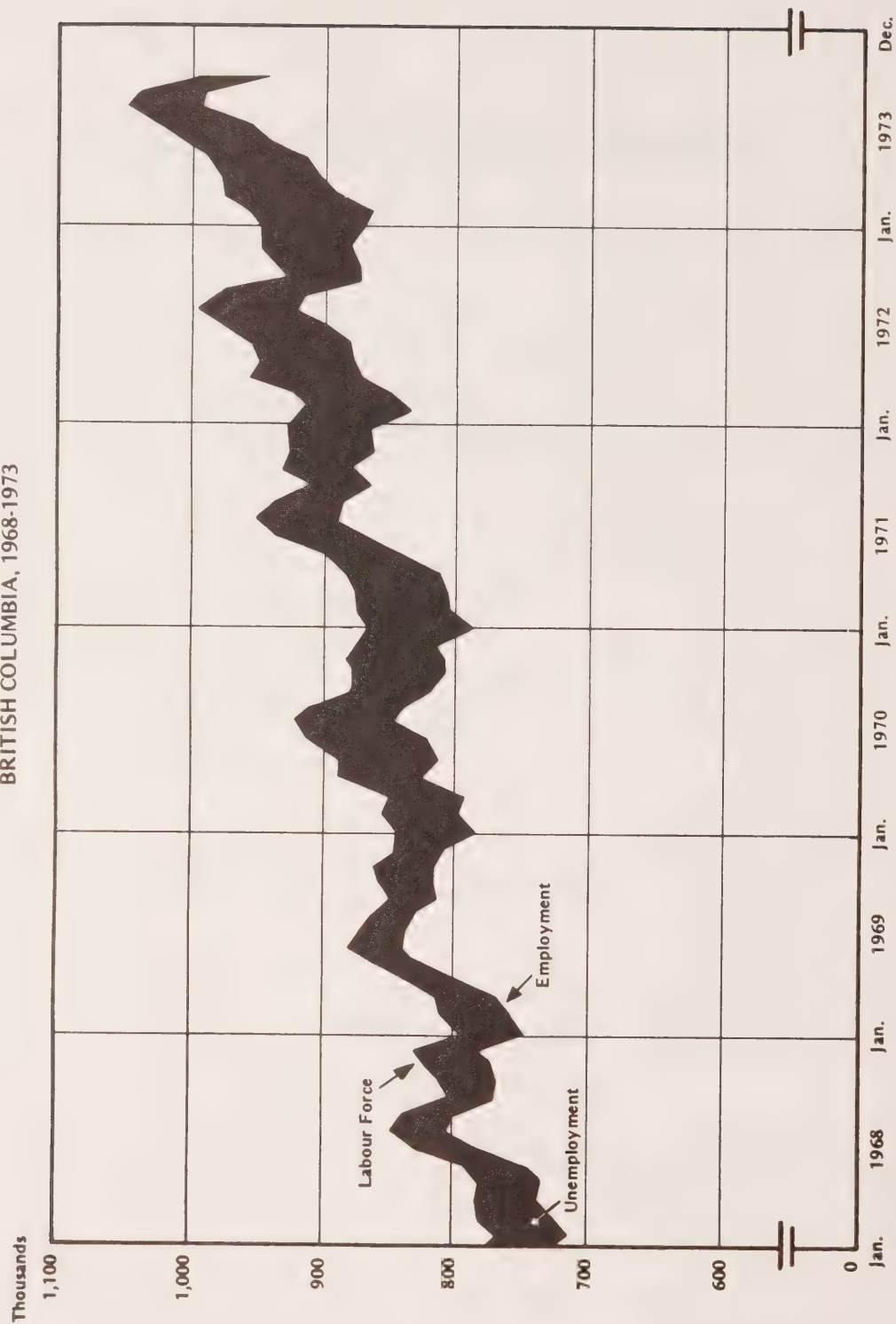
A new paper entitled "Urban Indians in the Labour Market" has been written by authors W.T. Stanbury and J.H. Siegel, Faculty of Commerce and Business Administration, University of British Columbia.

Readers may recall two earlier features by the same authors, namely:

1. Unemployment and Labour Force Participation Rates of B.C. Indians Living Off Reserves. April-May-June 1972 (Vol. 5 No. 2 Issue)
2. B.C. Indians in an Urban Environment: Income, Poverty, Education and Vocational Training. July-Aug.-Sept. 1972 (Vol. 5 No. 3 Issue)

Copies of any of these papers may be obtained by writing direct to the authors above.

CHART 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA, 1968-1973



Source: The Labour Force, Statistics Canada, 71-001.

THE REGIONAL LABOUR MARKET

Buoyant economic conditions in British Columbia are portrayed by advances across a broad array of economic indicators. These could be recited by sales through the primary industries to the increases in services such as trade and factory shipments, suffice to say that 1973 will register many new records of performance.

In the manpower field, employment at 971,000 for the third quarter has gained nearly 7.5 per cent over the past twelve months while the labour force rose 5.8 per cent, thus a drop in unemployment.

Unemployment at 52,000 was down from 64,000 twelve months ago.

The average rate of unemployment at 5.1 per cent for the quarter is the lowest since 1969.

Coincident with the favourable economic conditions and the decline in unemployment was the rise in job vacancies. Most recent data indicates that full-time vacancies available during the second quarter of 1973 numbered nearly 11,000, about double the 1972 figure.

LABOUR FORCE

Following the rapid expansion of the labour force during the second quarter, when one million was exceeded for the first time, a peak of 1,045,000 was reached in July. August and September saw a gradual slackening off but nevertheless the third quarter average of 1,023,000 persons stood some 56,000 above the similar period of 1972. The annual average labour force total for 1972 was 950,000. For 1973, the average might be anticipated at just short of a million workers, slightly under a 5 per cent annual gain.

During the third quarter, 1973, males in the labour market numbered 687,000 up 35,000 over 1972, while female participants totalled 335,000, nearly 20,000 about the level a year ago.

At the July peak of summer activity 300,000 young people, to the age of 24 years, were actively working or seeking work. By September this youth group had eased to about 250,000, or 25 per cent of the labour force.

As the labour force peaked in July, participation reached 60.9 per cent of the working age population, dropping back by September to 57.4 per cent, with the regularly expected withdrawal of young people.

The average participation rate for the third quarter at 59.4 per cent is more than a full percentage point above the third quarter 1972. Rates were higher for males, but particularly for females. A conceivable annual average rate for 1973 at about 58.3 per cent of the working age population compares favourably to 1972's actual average of 57.5 per cent.

EMPLOYMENT

General

In the second quarter issue of this Review it was pointed out that there were many lost days of employment during 1972 owing to prolonged labour disputes. Hence while comparisons with 1972 are valid with respect to numbers, certainly 1973 data reflects in part, the rebound from the constrained position of 1972. Be that as it may, third quarter average employment in 1973 at 971,000 was a large 68,000 jobs over the third quarter level of 1972 as the economy raced ahead. This rise in employment represents a 7.5 per cent increase over 12 months ago. Depending on the closing strength of the fourth quarter the annual rate of employment gain may be close to 5 per cent. In terms of jobs, a year to year gain of 40,000 over 1972 appears to be a minimum figure.

Entering 1971 after the recession of 1970, employment momentum picked up after the first quarter and finished very strongly by year end, and carrying that strength into 1972, first quarter. A reasonable pause in that momentum took place at mid-1972 and then growth was braked substantially, with a weakened performance to year-end. A sharp up-turn in growth took place in first half of 1973, and this strength sustained itself on a third quarter 1973 average basis, even with the usual seasonal decline that commences after the employment peak of July.

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT BRITISH COLUMBIA

	Quarterly Averages			
	Third Quarter 1973 '000	Second Quarter 1973 '000	Third Quarter 1972 '000	Change Third Quarter 72/73 %
ACTUAL				
Labour Force	1,023	1,009	967	+ 5.8
Employed	971	944	903	+ 7.5
Unemployed	52	65	64	—
	%	%	%	
*Participation Rate	59.4	59.1	58.3	—
Unemployment Rate	5.1	6.4	6.6	—
SEASONALLY ADJUSTED				
		(P)		
Labour Force	1,001	1,001	951	+ 5.3
Employed	942	938	876	+ 7.5
Unemployed	59	62	75	—
	%	%	%	
*Participation Rate	58.2	58.7	57.3	—
Unemployment Rate	5.9	6.2	7.9	—

(p) Preliminary

* Labour Force as percentage of population 14 years of age and over.

The seasonally adjusted series is subject to periodic revision when more up-to-date estimates of change in seasonal pattern become available.

Source: The Labour Force, Statistics Canada, 71-001.

Industrial Trends

The service producing industries provide about two-thirds of provincial total employment. During the third quarter, services averaged 634,000 jobs, while the goods producing sectors accounted for another 337,000.

Service sector employment peaked in July — August at 638,000 and the third quarter average of 634,000, is up about 35,000 over the third quarter, 1972. Community, business and personal services dominate the service sectors with nearly one quarter of a million persons employed at mid-year. Employment in both retail trade and public administration has enjoyed a stronger growth pattern through 1973 than in 1972.

Among the goods producers, construction activity boomed after the first quarter and mid-summer peak activity has been fairly well sustained through the third quarter. Third quarter average employment of 78,000 is some 12,000 above the third quarter level of 1972, hampered as that sector was through labour — management disputes a year ago.

In durable manufacturing employment through the first three quarters of 1973 was strong and by the end of September total employment numbered 10,000 people over a year ago.

Age — Sex Groups

Over the twelve month period commencing third quarter 1972, male employment rose nearly 8 per cent to 655,000, while female employment increased at a rate of 6.4 per cent to 316,000. Important contributors to the additions in male opportunities were the strength in construction and durable manufacturing. Opportunities for women, of course, occurred in the large components of the service producing sectors.

The substantial improvement in employment among youths 14-24 years carried through the third quarter, with a 20,000 gain in jobs over the mid-year level. Total employment for this youthful group was 255,000 at the third quarter 1973, compared with 233,000 a year previous, a rise of 9 per cent. Employed workers over 25 years totalled 716,000 compared with a 1972 third quarter level of 670,000.

UNEMPLOYMENT

In August, unemployment dropped to 47,000, the lowest level since the spring of 1969. The first quarter of 1973 saw 83,000 people unemployed, the second quarter 65,000, and the third quarter averaged 52,000 unemployed. The third quarter figure for 1972 was 64,000 by comparison. It appears that for 1973, the year might finish with an annual averaged unemployed figure of about 68,000 — 70,000 down slightly from the actual 1972 figure of 72,000.

The 52,000 unemployed at the third quarter were apportioned 32,000 men and women 19,000. This was equivalent to a male rate of unemployment of 4.6 per cent, and females 6.6 per cent, but while rates were improving for both sexes, males were improving their employment position to a greater extent.

In the youth group 14-24 years the percentage of unemployed continued the decline from 15.8 per cent in the first quarter 1973, to 11.0 per cent in the second quarter and then 9.3 per cent in the third quarter. This currently represents 26,000 unemployed in a labour force totalling 281,000. At the same time for 1972, the youth group unemployed totalled 29,000 within a smaller labour force at 262,000, an unemployment rate of 10.7 per cent.

Allowing for seasonal factors the adjusted monthly rate declined from 8.0 per cent in January, steadily, to 5.6 per cent in August, up-turning slightly in September to 6.3 per cent in adjusted terms. The unadjusted actual rate of unemployment stood at 5.1 per cent of the labour force at September.

INDUSTRY EMPLOYMENT, THIRD QUARTER

SERVICES



634,000
65.2%

Transportation, Communication & Other Utilities	11.5%
Trade	17.7
Finance, Insurance & Real Estate	4.7
Community Business & Personal Services	25.1
Public Administration	6.2
	<u>65.2%</u>

GOODS



337,000
34.8%

Forestry	3.3%
Other Primary	4.6
Manufacturing	8.9
Construction	8.0
	<u>34.8%</u>

OCCUPATIONAL DEVELOPMENTS

OVERVIEW

Third quarter performance of the Pacific Region's labour market showed continued employment growth and further reductions in the unemployment rate, but the pace of change was falling off as adverse seasonal factors influenced the market. The average unemployment rate in the third quarter was under 6 per cent, and the average level of unemployment was lower than any third quarter experience since 1969. However, the seasonally adjusted unemployment rate appeared to be edging upward late in the quarter.

Operational statistics from CMC's in the Region also show marked gains over performance one year ago, but much smaller gains over the second quarter experience. Flows of vacancies notified to CMC's during July and August were up about 25 per cent over the number recorded for the same period one year ago, but gains over May and June of 1973 were only about 4 per cent. Similarly, the 5,755 registered vacancies at the end of the third quarter represented a year to year gain of 76 per cent, but only a 3 per cent gain over the end of the second quarter. The 13,485 client placements during September were an increase of about 5 per cent over activity in September 1972, but 20 per cent lower than placement activity during August.

TABLE 2
OPERATIONAL STATISTICS
PACIFIC REGION*

	Sept. 1973	Aug. 1973	Sept. 1972	Change Sept. '72/'73 %
Registered Clients ¹ (MAN 757)	53,109	55,875	61,940	- 14.3
Registered Vacancies ² (MAN 757)	10,108	11,698	5,755	+ 75.6
Placements ³ (MAN 751)	13,485	16,631	12,898	4.6
Occupational Shortages Shortages ⁴	1,789	1,265	1,112	+ 60.9

1 Registered Clients without employment seeking full time or part time work (month end).

2 Registered vacancies (month end).

3 Regular Placements plus transfers out.

4 A vacancy which has remained unfilled for 30 days or longer.

* Includes Yukon

The month end counts of clients seeking employment through CMC's are not comparable with the similar data from one year ago. Changes in internal operating procedures in the intervening period are the principal source of inconsistencies in these figures on Registered Clients. However, the August to September drop of 2,766 probably reflects, in part, a seasonal withdrawal from the labour force of students and other seasonal workers.

Falling unemployment and strong labour demand generated significant increases in the number of occupational shortages in the Region. On October 1, an estimated 1,789 unfilled jobs which had been open for 30 days or more were available. This estimate was 677 higher than that for the end of September 1972, and 524 higher than the estimate for the end of August 1973. The 1,789 shortages reported represent the highest level of excess demand reported in four years.

OCCUPATIONAL SHORTAGES

Continued tightening of labour demand during the third quarter was reflected in the persistent shortages reported by the Occupational Shortages Survey.

Major Occupations in persistent shortage during the third quarter of 1973 were:

High Demand

Nurses
Heavy Duty Mechanics
Motor Vehicle Mechanics
Waiters, Hostesses, Stewards
Chefs and Cooks

Moderate Demand

Hairdressers
Secretaries and Stenographers
Carpenters
Welders
Sales Clerks
Office Clerks

JOB VACANCY SURVEY

Estimates of the number of unfilled jobs available on any (average) day in a three month period have been available since December 1971. The Job Vacancy Survey presents such estimates in occupational, industrial and geographical detail, but the reliability of the estimates diminishes as detail is increased. For this reason, occupational data available for Canada is fairly comprehensive whereas the estimates for the Pacific Region must be aggregated for groups of related occupations.

The most recent data available is for the second quarter of 1973. The survey reports that on any day in that period the labour market in the Pacific Region had nearly 11,700 unfilled jobs. This represents vacancies in approximately 1.2 per cent of the total number of jobs in the Regional economy during that period, and is a dramatic increase over the 5,500 jobs available in the second quarter of 1972. The 58 per cent increase in total current vacancies over the first quarter experience was also most significant.

Full time vacancies accounted for over 90 per cent of the total current vacancies in the second quarter of 1973. At 10,650, the level of full time vacancies was almost double the level (5,760) a year before, and was up 59 per cent over the 6,710 vacancies estimated for the first quarter.

The Job Vacancy Survey also presents data on vacancies which have persisted for one month or more. In the second quarter of 1973, these longer term vacancies accounted for over one quarter of the total full time jobs unfilled.

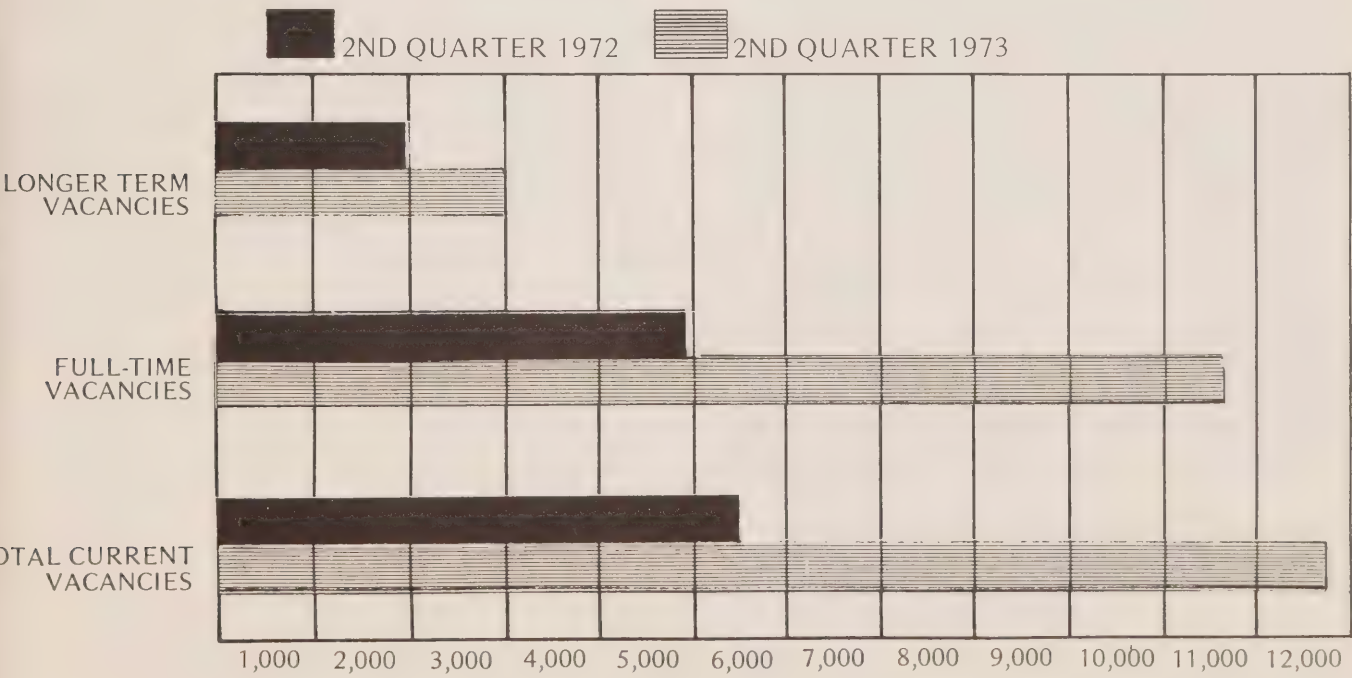
The 2,900 longer term vacancies available in the second quarter represented an increase of 56 per cent over the estimate for the second quarter of 1972 and an increase of 32 per cent over the estimate for the first quarter of 1973. Growth of the longer term vacancies is one indicator of excess demand for labour in the Region.

Occupations Most in Demand

Second quarter 1973 estimates from the Job Vacancy Survey show that the following occupational groups were in strongest demand; particular occupations within these groups are cited as relevant examples.

- Clerical and Related Occupations:** — stenographers, typists, receptionists, and office clerks.
- Food, Beverage and Lodging Occupations:** — particularly cooks, waitresses and chambermaids.
- Construction workers:** — painters, plasterers, and construction labourers.
- Sales:** — service salesmen and commodity salesmen.
- Mechanics:** — vehicle mechanics and industrial machine mechanics.
- Nursing:** — graduate nurses, aides and orderlies.

JOB VACANCY SURVEY PACIFIC REGION



WAGE AND SALARY RATES IN BRITISH COLUMBIA

PULP AND PAPER

October 1, 1972

Occupation	Hourly Salary	
	Average	Predominant Range
	\$	\$
Acid Maker	4.81	4.27 - 5.21
Blow Pit Man		
(Washerman)	4.71	4.47 - 4.94
Chipperman	4.58	4.20 - 4.80
Digester Cook	5.41	5.03 - 5.76
Digester Cook Helper		
1st Class	4.64	4.38 - 4.87
Digester Cook Helper		
2nd Class	4.35	4.26 - 4.56
Grinderman	4.12	—
Screenman	4.67	4.33 - 4.94
Wet-Machine Operator	5.09	4.56 - 5.83
Wood Handler	4.50	4.14 - 4.81

NEWSPRINT

October 1, 1972

Occupation	Hourly Salary	
	Average	Predominant Range
	\$	\$
Beater Man	4.68	4.08 - 5.43
Broke Beater Man	4.26	4.14 - 4.63
Machine Tender,		
Fourdrinier	7.36	6.33 - 8.19
Back Tender	6.87	5.84 - 7.32
Third Hand		
(Winderman)	5.97	5.09 - 6.38
Fourth Hand	4.93	4.50 - 5.18
Fifth Hand	4.62	4.32 - 4.82
Sixth Hand (Broke		
Hustler)	4.34	4.16 - 4.43
Oiler (Paper Machine)	4.45	4.32 - 4.56
Roll Finisher	4.29	4.21 - 4.45

WATER TRANSPORT

October 1, 1972

Occupation	Monthly Wage	
	Average	Predominant Range
	\$	\$
Licensed Personnel		
First Officer or Mate	933	820 - 980
Second Officer or Mate	879	856 - 935
Third Officer or Mate	798	747 - 840
Second Engineer	934	892 - 963
Third Engineer	842	—
Fourth Engineer	—	—
Unlicensed Personnel		
Boatswain	766	597 - 883
Chief Cook	721	674 - 764
Chief Steward	837	717 - 865
Deckhand or Seaman	648	629 - 677
Fireman	—	—
Messman	562	505 - 574
Oiler	651	642 - 665
Porter	390	—
Porter, Galley	557	525 - 579
Second Cook	649	559 - 666
Watchman or Lookout	—	—
Wheelman or Quartermaster	—	—

Source: Wage Rates, Salaries and Hours of Work,
Canada Department of Labour, October 1972.

RETAIL TRADE OCCUPATIONS
October 1, 1972

Definitions

Salesperson, Class A

Requires little knowledge of merchandise sold. Often works behind a counter selling one or a variety of inexpensive commodities such as notions, candy, drug sundries, tobacco, magazines, greeting cards, etc.

Salesperson, Class B

Requires enough knowledge of products to assist customers in making a selection. May sell various types of merchandise or specialize in a particular type of commodity such as wearing apparel, bedding, small electrical appliances, china, costume jewellery, general hardware, etc.

Salesperson, Class C

Requires detailed knowledge of products and considerable skill in salesmanship. Is often on salary and commission, or straight commission and may be required to follow-up prospective sales by calling on customer at his home. Products sold tend to be higher priced such as furniture, refrigerators, television sets, power tools, air conditioners, jewellery, etc.

VANCOUVER VICTORIA

Occupation	Weekly Wage		Weekly Wage	
	Avg.	Predominant Range	Avg.	Predominant Range
	\$	\$	\$	\$
Salesperson, Male				
Straight Salary				
Class A	—	—	94	80 - 106
Class B	130	96 - 155	132	92 - 170
Class C	166	100 - 238	—	—
Salesperson, Male				
Commission Salary				
Class A	—	—	—	—
Class B	175	110 - 260	—	—
Class C	—	—	183	87 - 254
Salesperson, Female				
Straight Salary				
Class A	92	67 - 118	82	69 - 97
Class B	85	62 - 118	85	61 - 114
Class C	—	—	116	84 - 134
Salesperson, Female				
Commission Salary				
Class A	—	—	—	—
Class B	—	—	—	—
Class C	153	50 - 273	—	—
Cashier — Store, Female	98	62 - 118	79	58 - 95
Receiver	138	80 - 183	111	—
Stock-keeper	127	75 - 173	115	64 - 150
Warehouseman	157	100 - 188	130	—
Delivery Truck Driver (hourly rate)	4.45	3.17 4.82	4.28	2.00 - 4.80

AREA HIGHLIGHTS

METRO VANCOUVER AREA

Labour market indicators for Metro Vancouver continued the previous favourable trend through the third quarter of 1973. Vacancies notified by employers in the area totalled 26,400, an increase of 25 per cent over the 1972 third quarter. Placements were up nearly 20 per cent and unfilled vacancies of 4,400 at the end of September were nearly 60 per cent higher than last year. In August, Vancouver's unemployment rate declined to 4.0 per cent of the labour force, the lowest rate since August of 1969. Under these conditions the manpower supply situation has become tight particularly for highly skilled tradesmen and certain clerical workers.

September saw a 30 per cent increase over last year in the number of vacancies notified by employers to Metro Canada Manpower Centres.

Vacancies Notified During Each Quarter Metro Vancouver Area

	<u>1972</u>	<u>1973</u>
1st Quarter	17,300	20,200
2nd Quarter	21,700	26,300
3rd Quarter	21,000	26,400
4th Quarter	19,600	—

Conditions of relative buoyancy in the labour market tend to raise the participation rate (percentage of working age population in labour force) and increases were generally in line with expectations. At the summer employment peak in August an estimated 62.3 per cent of the working age population were in the labour force compared to 61.9 per cent last August. Participation during the quarter was about 2 per cent higher than the 1972 comparable figure.

Quarterly Average Participation Rates

	<u>1972</u>	<u>1973</u>
1st Quarter	60.6%	60.5%
2nd Quarter	60.8	62.1
3rd Quarter	60.8	61.8
4th Quarter	58.9	—

Certainly a better job market existed for students during the summer of 1973 compared to 1972. Because only slight declines from summer production levels are expected, the withdrawal of students in September left vacancies in manufacturing as well as in service industries.

Through the first three quarters of 1973, secondary industry employment in the Vancouver area exhibited exceptionally strong growth. Small wood-working, machinery and metal fabricating plants have been most active. Vacancies for skilled tradesmen in these industries have been extremely hard to fill. Cabinet makers, furniture assemblers, upholsterers, layout men, fitters, machinists and metal spinners are among the most critical shortages. Among cabinet makers, many journeymen are over 50 years of age and approaching retirement, thus a drastic reduction in the supply of skilled workers could occur.

Steel fabricating firms report employment levels are about double last year. To overcome a shortage of fitters, teams from industry have been recruiting in Britain and some work permits have been issued to U.S. workers. A temporary lull exists in ship-building but contracts for new ferries are expected soon.

Expanded urban transit facilities have created a large number of jobs for bus drivers. At the end of September there were 100 immediate vacancies. About 100 more drivers are needed to operate new buses on order. Presently the B.C. Hydro Transit System is training about 20 drivers each week for jobs that will pay \$5.81 per hour after seventeen months experience. Elsewhere in transportation, port activity continues to support the demand for truck drivers and equipment operators.

Although several major projects are underway, the construction industry's demand for labour has eased. New projects are planned but starts are not expected until 1974. Recently much of the labour demand has come from the housing sector. In the eight months to August 1973, Metro Vancouver housing starts are up by 5.5 per cent and units under construction by 11 per cent over a year ago. Apartment vacancy rates are at their lowest level in years and with the rising cost of single detached units the Vancouver housing situation is tight.

One of the largest projects proposed for Vancouver is a \$50 million federal government office building to accommodate 5,000, with completion planned for 1977. Construction should begin soon on another \$30 million office and theatre complex in downtown Vancouver and several shopping centres in the \$1 million range are planned for the fringe areas of Greater Vancouver. Many of the remaining projects planned for near future starts involve government expenditures on improved harbour facilities, transportation links and institutional buildings. In the private sector apart from office and shopping complexes, developments are centered largely in expanded warehouse and distributing facilities. August building permits valued at \$32,465,000 for Metropolitan Vancouver were 12.3 per cent above last August's figure.

Employment continues to grow in the service sector in response to a continuing influx of people, establishment of new business firms, increased demand for services to management and a relatively high level of personal income. A steady demand continues for experienced office workers, with positions for secretaries, stenographers and clerk typists becoming increasingly difficult to fill. Shortages of restaurant and hotel workers resulted from the withdrawal of students at the beginning of September.

Demand from consulting and designing firms increased for certain technical skills such as architectural draftsmen, mechanical draftsmen and mechanical engineers. About one-third of the business done by these firms originates from outside the country thus they are not entirely dependent upon the resource industries of British Columbia.

In the medical field there are jobs for occupational therapists and nurses. Other professional and technical skills required include chartered or certified accountants, computer programmers, civil engineers, structural draftsmen and electrical draftsmen.

Metro Vancouver's unemployment rate for the third quarter averaged 5.1 per cent, the lowest third quarter level since 1969 when it was 3.9 per cent. For the first nine months of 1973, the rate averaged 6.4 per cent, compared with the record annual level of 8.0 per cent in 1972.

Average Unemployment Rates Metro Vancouver

	1972	1973
1st Quarter	8.0%	8.7%
2nd Quarter	8.8	6.4
3rd Quarter	7.6	5.1
4th Quarter	7.8	—

A much improved labour market performance for Metro Vancouver is expected in the fourth quarter compared to last year. Much of the employment gain achieved during the second and third quarters should be retained and the special employment programs again will be in operation. Winter unemployment rates therefore should be well below the peak of last year.

VANCOUVER ISLAND AREA

Sustained strength has been the keynote of the Vancouver Island labour market during the third quarter of 1973.

Although the dramatic decrease in unemployment experienced early in 1973 has eased, unemployment, measured by the Labour Force Survey, stood at 4.4 per cent of the Island labour force in September. Also, this low unemployment level was achieved against a backdrop of substantial labour force growth. The growing working age population on Vancouver Island has been increasingly active in the labour market throughout 1973. This activity is measured through the Labour Force Survey by the participation rate (the labour force as a percentage of the population over 14 years of age).

Participation Rates — Vancouver Island

	1971	1972	1973
1st Quarter	52.1%	54.0%	54.5%
2nd Quarter	54.2	52.7	55.3
3rd Quarter	52.8	51.0	55.9

By comparison participation at the British Columbia level, although higher than on Vancouver Island, has made only minimal gains over the 1971 to 1973 period.

The strong pull that has encouraged so many more Island residents to enter the labour force is borne out by the increased flow of jobs through the economy. A useful guide to this flow of jobs is the count of vacancies notified to Vancouver Island Manpower Centres; the third quarter count repeats the pattern started in early 1973, indicating substantially higher volume than at the same time last year.

Vacancies Notified by Quarter Vancouver Island Area

	<u>1972</u>	<u>1973</u>
1st Quarter	5,600	8,000
2nd Quarter	6,900	9,600
3rd Quarter	5,800	8,300
4th Quarter	4,200	—

Such buoyant conditions throughout the Vancouver Island area result partly from the cumulative effect of changing economic conditions since late 1972, but a few sectors can still be isolated as major determinants.

Pay increases for Provincial civil servants, and increased government hiring in Victoria, greatly augmented disposable income in the whole Capital Regional District. Good retail trade levels have been maintained (despite some shortage of goods from Eastern Canada); vacancy rates on rental accommodation are at minimal levels and house prices have been soaring, which in turn has led to high levels of residential construction activity. The Central Mortgage and Housing Corporation count of residential units under construction in the Greater Victoria area in August was 3,781. This is a good gain from last year's 2,400 and substantially above previous years. Employment in construction trades has therefore also fed increased purchasing power back into the economy.

The other labour markets on Vancouver Island, and the Powell River area, all maintained momentum as wood product markets remained firm. Despite high fire risks, logging employment was only slightly affected as companies moved to early shifts, but capacity was still somewhat curtailed by shortages of key skills and by continued high turnover. The pulp mill strikes, early in the quarter, were soon translated to full capacity operation and very good employment levels were held through August and September. As mentioned in previous reports, this sector continues to be plagued by shortages of experienced tradesmen; millwrights, welders, heavy-duty mechanics and pipefitters are in the strongest demand.

Construction activity has also been high enough in most areas to employ virtually all skilled construction workers. Residential construction in particular has caused an excess demand for carpenters in some centres. The attraction of engineering construction work for heavy equipment operators has also shifted some persons from forestry to construction work.

With employment in the base industries at such good levels, centres have also reported that the value of retail trade has reached excellent levels, but job flows in this and the service sectors during this quarter were virtually only replacement hiring.

This already good situation was reinforced by tourism revenues and, although at a lesser level, by record fishermen incomes. Tourism was slightly disappointing during this quarter, with the ferry strikes causing a rather attenuated season but extremely fast growth in revenue earlier in the summer is likely to result in yet another record year for the tourist industry on Vancouver Island.

One exception to this glowing review across the Vancouver Island area is the Nanaimo district. Work stoppages and strikes at Hooker Chemicals and Harmac with attendant loss of about 1000 wage packets for over 40 days dampened the local economy. The B.C. ferries strike compounded this situation. Retail trade and other services were still able to remain fairly stable but the boom experienced by the rest of the Island has not been so obvious in Nanaimo.

Labour market activity during the final quarter of any year is usually heavily weighted by seasonal declines in employment levels in most industries. In 1973 the upward pressure on logging and wood-based manufacturing, emanating from continued high demand, is expected to lessen this usual pattern.

Similarly the building trades in most Vancouver Island Centres are entering winter months with virtually all skilled workers employed and sufficient work is on hand, especially in the residential sector, to maintain this employment for some months.

The more aggressive economic conditions in Victoria, combined with this strength in the base industries of the rest of Vancouver Island should result in exceptionally high levels of retail trade. Employment is therefore expected to be maintained during this winter at levels substantially above previous years.

OKANAGAN-KOOTENAYS AREA

The economy of this area maintained its high level of performance into the current quarter, continuing the trend that has prevailed over the past few years. Since 1971 population has been increasing at a rate of approximating 5.0 per cent per annum. Concurrently the area's labour force has expanded by almost 19,000, equivalent to a growth rate of about 6.5 per cent per year. Current projections indicate that both population and labour force will maintain a strong rate of growth, possibly declining to about 4.5 and 6.0 per cent per year over the 1973 - 1976 period.

Continued strength in the forest and allied manufacturing industries and in residential construction spearheaded economic activity in the Okanagan-Kootenay Area during the third quarter of 1973. The seasonal increase in tourism and in the important Okanagan tree fruit industry generated additional impetus to the area's buoyant economy.

The underlying growth trend in the economy was reflected in substantially increased employment activity during the current quarter of 1973. Vacancies placed by employers at Area Manpower Centres between July and September, 1973 in non-agricultural sectors exceeded that of the comparable 1972 period by 2,200, up almost 25 per cent. In addition, requirements for farm labour were well above the third quarter of 1972. Employment expansion during the current period was sufficient to absorb the influx of secondary students entering the labour market and still maintain the steady downward trend in unemployed client registrations. By September 30 clients seeking work at Area Manpower Centres had declined to 6,400, a decrease of over 5,300 since the end of June. Although part of this reduction is probably attributable to the new system of servicing clients recently implemented at several manpower offices, nevertheless it would appear that a significant drop in the level of unemployment occurred during the current quarter.

The present high level of activity in the Area's major industries is expected to persist into the last quarter of 1973. As in past years, the seasonal slowdown in hospitality, construction, agriculture and fruit packing and processing industries can be expected to develop by December. However, implementation of the department's special employment programs should alleviate to some degree the slowdown in employment which normally occurs during the winter.

A brief report on the Area's more important

industries follows. Resource based manufacturing sub-sectors are reviewed in conjunction with related primary industries.

Picking, packing and processing of tree fruit and grape crops in the Okanagan dominated agricultural employment. Peak demand for farm labour developed during the last three weeks of September. Although short term shortages occurred at several locations during this period, the efficient farm labour program developed over the past few years by the Area's farm labour co-ordinator again provided the needed help to prevent any loss of crops.

Although picking will be completed by October, employment at fruit packing houses and processing plants should be maintained near current levels, at least until December, in the Kelowna and Penticton areas. The substantially increased volume of apples harvested during 1973 should alleviate to some extent the depressed conditions which have prevailed in the Okanagan tree fruit industry, brought on by several poor crop years in succession.

Overall production and employment levels at major mines remained quite stable during the third quarter of 1973. Two established operations shut down during the summer, idling an estimated 150 workers, but this was partially offset by buildups of crews at several small operations. A further expansion of the mining work force, expected to develop by year-end, should restore employment.

Heavy equipment operators and mechanics, electricians, welders and underground coal miners, primarily for coal mines in the East Kootenays, continued to be in short supply. Fording Coal is hoping to alleviate recruitment problems by providing additional accommodation facilities at their isolated mine site in the Upper Elk River valley north of Sparwood.

Cominco's huge ore refining complex at Trail which employs over 3,600 workers year-round continued to recruit personnel for plant entry jobs. An estimated 60 vacancies were still open at the end of September. Strong demand for refined lead and zinc, expected to persist into 1974, should keep the plant operating near peak capacity and maintain employment at a high level during the remaining months of 1973.

Partial forest closures imposed by the provincial forestry department, because of the extremely high

fire hazard, curtailed logging during August and September. However, the volume of timber scaled during the current three-month period still exceeded that of the same quarter in 1972 by over 40 per cent. By the end of September full scale production had been resumed throughout the Okanagan and Kootenay areas and the current high level of employment should be maintained for the balance of 1973, barring the onset of severe winter weather conditions.

Strong demand for fallers, buckers, scalers, skidder and log loader operators developed during the latter part of September. At month-end persistent shortages were reported at Nelson for log scalers, steel spar operators, rigging slingers, chokermen and crawler tractor operators. Skilled loggers will likely continue to be in short supply during October and November, particularly at more isolated locations.

In spite of temporary dislocations caused by the rotating rail strike, lumber production was generally maintained near peak capacity during the current period. However, picketing by 320 striking employees of the provincially owned pulp mill at Castlegar has also idled 350 workers at the adjoining sawmill since August 1st. As employees at these two plants make up almost 20 per cent of the work force in the communities of Castlegar and Kinnaird the local economy has been severely depressed by the prolonged work stoppage.

Centralization of Crown Zellerbach's sawmill operations in the North Okanagan at Armstrong, and replacement of their existing plant at Kelowna by a new highly automated complex, will reduce their overall employment by approximately 150 men during the last quarter of 1973. Minor production cutbacks could also occur by year-end as demand for lumber on the rail market normally slackens in the late fall months. However, additional hiring by Idaho Forest Products for their mill at Salmo, recruitment of staff by Atco Lumber for their new veneer plant at Fruitvale, and probable resumption of operations at the Canadian Cellulose plant should maintain employment near current levels the remainder of 1973.

Strong demand for experienced sawmill tradesmen prevailed during the current quarter. Temporary shortages developed at various centres, particularly for millwrights. Little change in the labour supply-demand balance is likely to occur during the final months of 1973.

A slight increase in the non-resource based manufacturing work force occurred during the past

summer, largely in the Trail-Grand Forks area. Recruitment of staff by Bendix Homes for their expanded mobile home plant at Penticton should add 150 workers by year-end. Up to 100 more employees could also be hired by small secondary manufacturing plants in Kelowna, Trail, Kinnaird and Grand Forks areas.

Work on the Kootenay Canal and Mica hydro projects and power transmission lines, and a continuing high level of residential, commercial, institutional and highway construction spear-headed employment activity in this sector during the third quarter of 1973. As for the second quarter of 1973 manpower requirements of employers channeled through the Department's Okanagan-Kootenay Centres during the third quarter exceeded the comparable three months of 1972 by almost 15 per cent.

Building permit values aggregated for the main population agglomerations in the Area, as listed below for 1973 and 1972, a record year, indicate the continuing strength of residential construction in the Area.

	July to September	
	1972	1973
Value Residential Permits (\$000)	\$20,940	\$21,680
Number Dwelling Unit Starts:		
Greater Kamloops	546	171
Vernon-North Okanagan (1)	236	424
Kelowna-Central Okanagan (2)	438	316
Penticton & Nearby Suburbs	115	191
Trail	8	2
Nelson	35	13
Cranbrook	46	61
Total	1,424	1,178

(1) Excludes Salmon Arm and Shuswap Area

(2) Includes area from Peachland to Oyama

The strong upsurge in new dwelling unit "starts" which developed at Vernon and Penticton during the first half of 1973 accelerated during the summer. However, a sharp decline occurred at Kamloops, and also to a lesser degree at Kelowna, reducing the total for the area below that of the same period in 1972. Finalization of long term development plans for the City of Kamloops, now under consideration, has temporarily delayed major housing projects which were scheduled to start this summer and fall.

Non-union carpenters and tradesmen continued to be in strong demand by building contractors. Periodic shortages of carpenters which developed in several areas has been particularly acute at Vernon. Supply and demand for union carpenters was generally in balance during the past summer. However, by the end of September union carpenters were in short supply at Cranbrook, a situation expected to persist into November.

Very little change in construction employment is anticipated until the onset of winter. However, the impact of the seasonal slowdown should again be alleviated to some degree as the Department's special employment programs become operational. Also the normal layoff of crews on the Mica project will be appreciably lower than in previous years. The majority of these workers are now employed in tunnel construction which can continue throughout the winter.

Buoyant conditions which prevailed in the Area's goods producing industries during the current quarter were reflected in a high level of activity in both the private and governmental service producing sectors. Over 6,600 vacancies were listed by employers at Manpower offices in the Okanagan-Kootenay centres during the third quarter of 1973, up almost 30 per cent over the same three months of 1972. Gains were general to all sub-sectors, spearheaded by significant increases in trade, public administration and tourist oriented occupations.

A heavy influx of travellers, especially at Kamloops and in the Okanagan, provided the main stimulus to employment activity in the service industries during the current period. Waitresses, cooks, maids and hairdressers were continually in critical short supply during the third quarter of 1973, becoming particularly acute towards the latter part of August as students terminated their employment. Strong demand for auto mechanics also prevailed during the summer months with periodic shortages being reported throughout the area. The seasonal slowdown in the travel industry should ease the pressure for help in catering and hospitality occupations during the remaining months of 1973.

Business activity of financial situations, real estate establishments and firms providing services to business management continued at a very good level, but this was partially offset by some cutback in the private auto insurance field. Banks were still having difficulty recruiting tellers and clerical help, while experienced legal secretaries and stenographers remained in short supply. The chronic

shortage situation in these occupations is likely to persist into the remaining months of 1973.

Both wholesale and retail trade establishments benefitted from the high level of economic activity prevailing. With the exception of specialty sales personnel, the supply of workers was more than adequate to meet the demand for help. Inexperienced sales clerks were generally in surplus at most centres.

Scheduled opening of S.S. Kresge's "K-Mart" shopping centre and Eaton's new outlet in the Brock shopping centre by December 1973 will create almost 300 new jobs at Kamloops, primarily for part-time sales clerks. No difficulty is anticipated in recruiting staff required, except possibly for certain specialized occupations.

The rotating rail strike of non-operating employees which occurred during the third quarter period curtailed employment in the transportation and communications industry and hampered operations in other sectors, notably lumber manufacturing, mining and ore processing.

NORTH-CENTRAL AREA

July through September of 1973 saw generally high levels of economic activity in North-Central British Columbia. The construction, forest products, and service sectors, in particular, showed substantial employment growth, and generated shortages of some types of labour. Strikes on the two national railways and on the British Columbia Railway coupled with a general shortage of box-cars created significant bottlenecks and undoubtedly dampened production in certain instances.

The outlook for the Area is dominated by a major announcement made by the provincial and federal governments regarding rail development and port development in the north west. Work has already begun on the Prince Rupert port, Fairview Dock. Included in the agreement is the extension of the B.C. Railway to Dease Lake, an extension of the CNR from Terrace into the Nass Valley, the eventual linking of these two routes at a later date, and a branch from Dease Lake to Telegraph Creek. Remoter possibilities are the extension of the Dease Lake B.C.R. line into the Yukon and a spur from the CNR at Houston to Ootsa Lake, although

the latter is not included in the agreement. These rail links would supply increased chips to CANCEL at Prince Rupert, and green lumber for finishing at Terrace, Kitimat, and Prince Rupert. They would also increase the development chances for coal and copper deposits in the north west.

During the third quarter, weather conditions limited agricultural output in most of the Area, and in August the Peace River area suffered a surprise two-day blizzard.

In spite of the blizzard the harvest was good, and shortages of experienced farm labour contributed to wage increases and to increased purchases of labour saving farm machinery. Farm equipment assemblers and mechanics were in short supply.

In spite of a record value of landings for the province, all but one Prince Rupert cannery laid off staff in August due to a fish shortage at that city.

Mining exploration in the area as in the entire province, was down considerably from the previous year. Provincial government figures indicate that claim-staking in the period January 1 to September 15 was 60 per cent less than in the corresponding period of 1972. The B.C. — Yukon Chamber of Mines attributes this decline to the impact of new mining legislation and uncertainty about future government policies. The Sukunka Coal project was operating on a reduced scale during the quarter and by late October had ceased production. The closure of the Bradina Mine at Houston eliminated 130 jobs from that community. However, it is possible that a copper mine near Fort Nelson, a diatomaceous earth products strip mine at Quesnel, and a molybdenum mine near Williams Lake may all be re-opening in the near future.

The rising gold prices have re-awakened interest in placer claims near Barkerville and Prince George. Despite the lower volumes of total exploration, oil well drilling has increased slightly and there is a shortage of derrickmen and roughnecks. New discoveries include copper and molybdenum near Babine Lake and porphyry copper deposits at Nanika Lake. Gradac Operating Company will be expanding its plant at Stewart from 750 to 1,000 men by January of 1974. Granisle and Noranda Mines near Houston and Endako Mines near Prince George are all in need of skilled personnel.

The forest sector generated strong demand for skilled trades that is expected to continue into winter. In particular, there is need for logging

equipment operators, millwrights, and welders. In the Fort St. John area the two largest mills are completing additions to their capacity, a new mill at Chetwynd has begun operation, new mills are under construction at Mackenzie and Burn's Lake, and there may be additional new projects in the latter location owing to the opening of new timber licences.

The Canadian National and Canadian Pacific work stoppages and the general shortages of cars for these lines and on the B.C. Railway has resulted in lost production and employment, due to delays in shipments. Mills were averse to excessive stockpiling because of expected lumber and plywood price declines due to a softening in United States housing markets. Fort Nelson's sawmill was forced to cut back from 180 to less than 50 men due to log shortages, fire damage, and the wash-out of its B.C. Rail link. The area of major turnover is in the unskilled fields. Some difficulties in filling jobs stems from the apparent increase in workers' knowledge of alternative opportunities and their consequently keen selectivity in job acceptance.

Construction levels were high in all parts of the District save Fort Nelson, in which the problem was again the B.C. Rail washout. Values of building permits issued in the year so far have reached record levels in several communities and activity is expected to continue into winter. Near Fort. St. John, a \$5 million sulfur plant is being constructed on the Alaska Highway. Shopping center construction was important in Prince George, Prince Rupert, and William's Lake. There is also the possibility of a Prince George urban renewal project in the older downtown core. Work has begun on new port facilities in Prince Rupert and on an alfalfa cubing plant in Dawson Creek. A trucking terminal, and service centre and machine shop have been completed in Dawson Creek, and in Terrace road and bridge, hospital and hydro transmission lines have been major projects. Shortages of carpenters and other tradesmen were reported in Dawson Creek, Terrace and William's Lake.

Construction levels are expected to stay fairly high into the winter, as many projects will have reached the closed-in stage before the weather limits outside work.

Transportation activities in the Area and elsewhere across the country were disrupted by the railway strikes noted earlier. There was also a reduction in C.P. Air service owing to a machinists strike. The rail strike, coming at a time of general shortage of box-cars in the Region caused increased

reliance on truck transport. Barge shipments proceeded at top speed in the Fort Nelson area owing to the low water levels from mid-August onwards. In Prince George, a new air terminal building has been completed and there was demand for experienced helicopter pilots.

In the commercial and financial sector, needs varied somewhat from one district community to another, although the imminent takeover of the auto insurance field by the provincial government was a factor in all areas. Demands for bank and finance company staff including tellers, typists, ledger supervisors, and posting machine operators were noted in Fort St. John, Williams Lake and Terrace. Fort St. John and Williams Lake also required additional garage and ship workers such as partsmen, heavy duty and auto mechanics, machinists and fabricating welders. Wholesale and retail management trainees are needed in the north eastern communities for new shopping centre developments, but recruitment difficulties are caused by the lack of accommodation. A new office of the Industrial Development Bank has been opened in Terrace.

In public service fields practical and registered nurses are needed in Prince George and Terrace while Prince Rupert and Williams Lake are short of medical doctors. X-ray and laboratory technicians are also required at Prince George as are teacher's aides. Teachers themselves are in excess supply, though, in spite of a new high school in Prince George. In Terrace the Human Resources Centre is training its own child-care personnel but tutors for children with learning difficulties are still required.

In the area of personal services, cooks, waitresses and chambermaids were required throughout the area. The major problems in finding applicants for these positions would appear to be the low wages offered and the lack of suitable accommodation. Accountants are needed in Prince George and Williams Lake and secretaries and legal stenographers in Prince Rupert, Fort St. John and Fort Nelson. Some communities also experience difficulty in finding housekeepers and babysitters, though these occupations are obviously applicable only to local residents.

CMC WHITEHORSE

At the close of the third quarter of 1973, this area was benefitting from unusually warm September weather. However the usual slow-down in tourist trade proceeded as students returned to school and vacancies thus created were left unfilled. Other transient workers have remained, and vacancies in mining and exploration and a few clerical positions are still being received by the CMC in Whitehorse.

Mining exploration in the Yukon this summer resulted in a volume of registered mineral claims well above that of 1972. Of particular interest is the Flat River tungsten discovery, which is undergoing a \$5 million development program and is expected to be an underground, all-year operation by 1974, and the discovery of approximately 6 million tons of copper ore in excess of 2.5 per cent copper in the Minto area. No announcement has yet been made on developing the latter discovery, but a mine at this location could produce 200 jobs when completed. Several companies have been exploring in the Bonnet Plume, Dawson Range and Yukon-Northwest Territories border areas. The closure of the Hudson-Yukon mine at Quill Creek did not result in any excess supply of mine workers owing to shortages of skilled tradesmen. One firm is recruiting in Eastern Canada aided by the CMC. Shortages are acute for mechanics, and mill repairmen and rather less for electricians, sheet metal workers, and underground miners. Continuing recruitment problems for mines in this area are the high cost of living coupled with the higher wages offered in unionized construction, and the lack of accommodation for married personnel.

In the forest products sector, Acorn Timber was expected to put its one-half million dollar mill into operation by October 1973. It is anticipated that two locally hired crews of fifteen men each will be adequate to get the mill into full production.

Construction activity has been strong enough that the Whitehorse CMC has not been able to satisfy immediately all the demand for construction workers. By September about 70 men were employed on the Dempster Highway project which experienced some delays in July; by the spring the next year over 100 men may be employed on this job. By mid-October of this year, contracts were awarded for the Skagway-Carcross road, an approximately \$1.5 million project. When both these roads have been completed they will facilitate vehicular and commercial traffic from Inuvik on the Arctic Ocean to Skagway on the Pacific Ocean.

Other transportation related construction projects include the building of a \$140,000 airport at Dawson City, with navigational aids to be installed next year. Contracts have been let for the construction of 3½ mile, \$250,000 canal and a new two-lane bridge to replace the one-lane Bailey Bridge in Whitehorse. Work continues on the Aishihik Power project of the Northern Canada Power Commission employing approximately 70 men in building shafts, roads, and bridges; on completion this facility will be able to generate 33,000 KW.

Other public utilities projects approved but not commenced include sewer and water for Haines Junction and Watson Lake totalling \$972,000 and a six-year roads and utilities program for Whitehorse at a cost of \$25 million. A \$2 million apartment has been approved for Whitehorse and the Territorial Capital building, costing between \$6-8 million, will commence next spring. A major expansion to Anvil Mines at Faro is expected to employ some 80 men, bids having been closed in August.

Strikes in the transportation and communications field did cause some disruption in the Territorial economy. C.N. telegraphs were in dispute on several occasions in August, causing difficulties in long distance messages. Also, the C.P. Air machinists strike cut air service to Whitehorse during August and September down to one plane per day. However, the revolving national rail strike did not affect the Territory as the Yukon and White Pass Railway from Whitehorse to Skagway was not involved.

All indications are that tourist trade in the Yukon will set new records in 1973. There has been a great influx of self-contained vehicles (campers) and lodge-owners are catering to this type of customer. In other trade activities, Yukon trappers marketed \$220,000 in furs in the year ending this September. A local ambition is to eventually produce finished garments in the territory instead of exporting pelts alone. New trading establishments opened during the quarter include an automobile dealership and a wholesale plumbing supply firm.

In the area of public and private services, the third quarter was generally one of seasonal contraction. Vacancies notified by the hospitality industry were declining in July, and although student departures in August were creating vacancies, most of these were left unfilled by lodge-owners owing to the imminent lay-off of most staff in September. Also, hiring of students for casual positions in public administration activities was less than in the second quarter. A chronic problem with such summer employment is the steady turnover and necessarily transient nature of the labour force available for such employment. Workers become disappointed with low wages and the temporary nature of the work. Difficult to fill jobs in the services area included camp cooks and sufficiently capable typists.

At the end of the third quarter of 1973, CMC Whitehorse estimates occupational shortages in the Yukon to be greatest in the areas of heavy duty mechanics, machinery mechanics, all round miners and truck drivers.

DEPARTMENTAL PROGRAMS

JOB INFORMATION CENTRES

A new look is evident at Canada Manpower Centres these days, a new approach in providing better service to the public. Early this year selected CMCs across Canada were involved in a project to set up Job Information Centres. The initial projects were so successful that the service was quickly instituted in other Manpower Centres.

Briefly, the new service provides an opportunity for the job-seeker to review all vacancies at the Manpower centre. Job opportunities are posted on cards and grouped in job banks. The cards indicate such things as job title; hours of work, trade qualifications, wages and other relevant information; however, the name of the employer is withheld. Anyone entering the Centre can decide whether or not he has the qualifications required for a job that may be posted. He then discusses the vacancy with a counsellor and if found qualified is referred to the employer for an interview.

There is no waiting, no appointment, no lengthy registration or counselling interview for the job-ready client in the Job Bank. The new system provides faster response to an employer's request for help, and vacancies are filled in a matter of hours instead of days.

Behind the job bank is a simple idea — people who know what job they want should receive self-service facilities. The CMC atmosphere under the new approach makes a person want to help himself. The layout is attractive and all available positions are visible to the client. If the applicant knows what job he is after, he can walk into the office, check through the applicable sections and walk out again if nothing is available.

So far, response from both employer and employee clients has been very favourable. At the present time, most CMCs in B.C. are providing Job Bank service and with the resolving of accommodation problems in some Centres all offices will soon become Job Information Centres.

SPECIAL PROGRAMS

The Job Bank is just one aspect of Canada Manpower's new emphasis on streamlining its delivery system to better meet the needs of the individual. For those clients who are not job-ready, the Department has set up the Special Programs Branch to improve the delivery of existing programs and find new ways of placing the unemployable back into the working world.

The basic position of Special Programs is to provide leadership in coordinating applications of the various programs specifically designed for disadvantaged clients. The need has been identified for diagnostic and testing services, special training such as life or communication skills, opportunities to participate in special on-the-job training, and testing skills and occupational interests in a variety of work training experiences in a protected environment. Other needs, many unrealized, will have to be fulfilled through new and specialized Manpower services, including job creations programs.

Originally, the Special Programs Branch was responsible for the Outreach program and the Local Employment Assistance Program (LEAP). Despite the transfer of the latter to the Job Creation Branch, special programs counsellors still retain responsibility for the delivery of services to the disadvantaged, including the initiating and support services to LEAP projects.

The Outreach program is essentially designed to extend Manpower services to clients who have not had direct access to Manpower programs. The idea is to provide these individuals with one of their own people who is familiar with the Department's services and programs but is not a member of the operational staff. At the present time, there are 12 Outreach programs functioning employing 26 Outreach counsellors. Another six programs are in preparation, including an Outreach program for the Yukon Territory.

To assist in the delivery of Manpower services and to support both Outreach and LEAP proposals, the region now has 10 special programs counsellors. Seven are on location either in CMCs or attached to Area Managers, and three are attached to regional headquarters for training. The primary thrust of their endeavours will be working with Outreach and LEAP and other community projects to provide a consultative service. They will also assist with the specialized application of all programs to disadvantaged clients.

For the current fiscal year, the 12 Outreach projects involve an expenditure of \$375,137. These projects may be seen as prototypes which might be of use in other parts of the country or with similar groups of people.

JOB CREATION BRANCH

A Job Creation Branch has been established to ensure the continued success of the job creation philosophy as exemplified by the Local Initiatives Program. The purpose of the branch is to continue development of needed job creation programs in consultation with other levels of government. It enables the Department to maintain its response to the initiative shown by the unemployed through two programs — LIP and LEAP (Local Employment Assistance Program).

LIP seeks out and encourages the job creation potential of communities, groups and individuals in the achievement of two primary goals — the alleviation of seasonal high unemployment in the winter months and the improvement of the community as a whole. Now in its third year of operation, the program grants funds to project sponsors who have created jobs in their communities. This year, Members of Parliament have set up Constituency Advisory Groups in their ridings to rate project applications based on the needs and priorities of the local communities.

Canadians showed unlimited imagination in their project concepts for participation in LIP's first operational year and in the following year. In 1971-72, 13, 738 applications were received; in 1972-73, 15, 291 submissions flooded Canada Manpower Centres across the country. With a budget one-third the amount of last year's program, the 1973-74 version of LIP has attracted 13, 445 applications. In the Pacific Region, applications received by the October 15 deadline totalled over 2,100, as compared with 1,700 submitted last year.

In last year's program, 5,869 projects were approved nationally, slightly more than in 1971-72. Most LIP jobs were created among the traditionally underemployed groups — women and youth. Only seven per cent of LIP participants had continuing full time jobs immediately prior to joining LIP.

The program created 414,000 man-months of employment between December 1, 1972 and November 30, 1973. Most LIP employees described their employment as worthwhile, as did the recipients of LIP-sponsored services and facilities.

Among the 5,869 projects, nearly half involved construction work ranging from repainting older homes of the needy to building community centers and recreation facilities. About 20 per cent of the projects related to social and health services.

Most of the jobs created were in those groups which have the most difficulty finding work under normal labour market conditions. Women's participation accounted for about 30 per cent of all LIP employment. (Women make up 34 per cent of the winter labour force in Canada and 27 per cent of the unemployed.) About 40 per cent of participants were in the under-25 age group. This group, while representing only a quarter of Canada's labour force, has some 48 per cent of the nation's unemployed.

The attraction towards social and community betterment projects among youth contributed to notable participation in LIP by young people. However, more mature workers suffering from unemployment difficulties were also provided with jobs in substantial numbers.

The hard-core unemployed are the target of LEAP. Until recently a part of the Special Programs Branch, LEAP has been transferred to the Job Creation Branch. The program is designed to provide funding to demonstration projects that will create jobs for people who are not likely to be employed through regular or seasonal labour market activity. The projects are long term, with funding being provided for up to three years. There may also be a developmental period prior to the long-range contract.

Through LEAP, project participants are given the opportunity to increase their skills in adapting to future employment opportunities through their involvement in the development, management and evaluation of new work experiences. Some participants learn to update vocational skills; other acquire life skills to cope with new or changing day-to-day situations. All employment is geared to the future continuing self-sufficiency of the project participants.

In a search for innovative methods of job creation, it is expected that a wide range of project activities may be supported with all LEAP projects. Since the program started this year, 39 LEAP contracts have been issued providing 600 jobs, 22,857 man-weeks of work, for a total federal commitment of \$2.9 million. B.C. projects account for nine contracts which provide 126 jobs at a federal contribution of \$644,000.

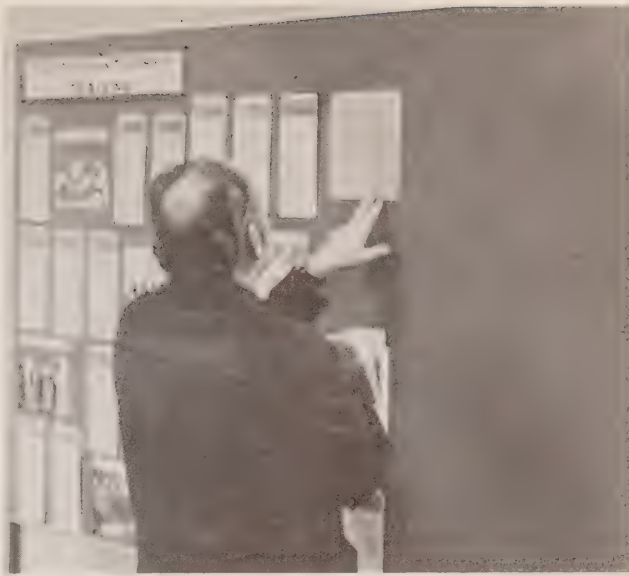


MANPOWER SERVICES TO THE FOREST INDUSTRIES

The importance of the forest industries to the economic and social well being of British Columbia is well known. There are over 83,000 direct jobs in the industry and approximately twice as many more in service and secondary industries.

It is little wonder then that the Department of Manpower and Immigration has had a long time involvement and commitment to the industry in helping to meet its manpower needs through recruitment of new entrants, upgrading existing employees, participating in the training of workers for new operations and on occasion helping to relocate workers from operations being phased out.

To ensure that employers are aware of the various manpower programs is the role of the employment development consultant. Operating



from the regional office in Vancouver, it is his responsibility to meet with individual employers, employer associations, union officials and other levels of government to provide a coordinated program to deal with specific problems.

A recent example is the P.S. Ross study into the manpower requirements of the B.C. logging and sawmilling industry. Working in conjunction with the Council of Forest Industries, the B.C. Department of Labour and the International Woodworkers of America, the programs and services of the Department of Manpower and Immigration are being coordinated through the consultant to resolve specific problems as identified in the report.

Another recent example was a major forest products company in the Interior which consolidated a number of small operations into two major integrated complexes. Utilizing both manpower mobility programs and training-in-industry, the company was able to make the transition with a minimum of dislocation of workers and production.

Specific skill shortages such as log truck drivers, skidder and loader operators have been reduced by the application of training-on-the-job contracts with individual employers using training formats prepared by the consultant.

Changes in forestry regulations pointed out a need for more tree planting contractors to meet the expanding requirements for the planting. Working with the Forest Service, the Association of Professional Foresters and the B.C. Post-Secondary Education Branch, a one-week course for tree planting contractors was structured for November of this year.



CANADA IMMIGRATION

Throughout B.C. and the Yukon, across Canada and in more than 30 countries overseas, immigration officers are actively engaged in carrying out Canada's immigration program which stems from our Immigration Act. There are two main areas of this program, the first dealing with the recruitment and selection of suitable immigrants, and the second with the enforcement and control responsibilities associated with the Immigration Act.

With the recruitment and selection of immigrants, the Department has played an important role in developing Canada's manpower resources and in helping to meet the needs of the economy for professional, technical and skilled manpower. Emphasis has also been placed on the reunification of families and the reception of refugees admitted on humanitarian grounds.

The enforcement and control portion of the program is aimed at identifying non-Canadians who should be refused admission or removed from Canada, as well as controlling the admission of individuals who are to be given non-immigrant status for various periods of time and for various reasons. Included in this latter group are not only ordinary visitors, but others who are entering Canada to further their education or to take employment of a temporary nature.



CANADA IMMIGRATION CENTRES

There are 16 Canada Immigration Centres in the province of B.C. and these are staffed by examination officers and immigration counsellors who are trained to administer the various aspects of the Immigration program. At ports of entry along the international border, at seaports and international airports, immigration staff are responsible for the examination of people who wish to enter Canada for permanent residence or for temporary periods. This examination often results in a favourable decision but it is sometimes determined that individuals are prohibited from admission and deportation proceedings must be instituted.

Immigration staff at inland centres must deal with a variety of situations, including requests for changes and extensions in non-immigrant status and follow-up and investigation in relation to non-immigrants who may be suspected of failing to abide by the conditions of entry.

Immigration officers in B.C. are also involved on a continuing basis in the reunification of families, as Canadian citizens and residents seek to sponsor close relatives, such as spouses and minor children, or to nominate more distant relatives, such as brothers and sisters, for admission into the country.

The enforcement aspect of the program plays a major part in officers' day to day duties, as investigations are conducted to search out illegal entrants, prohibited persons and others who may be subject to deportation. When these individuals are located, the investigation continues and evidence is assembled in an attempt to determine whether or not further proceedings should be



taken. Where deportation action is warranted, arrest and detention is often involved and officers of the Department are also required to conduct formal inquiries to determine whether an individual should be deported from Canada.



EMPLOYMENT VISAS

On January 1, 1973, Canadian immigration regulations were extended to include employment visas as a vehicle to permit visitors to work in Canada in instances where no Canadian or landed immigrant is available for a job. The object of these regulations is to control non-immigrants seeking work in Canada.

Employment visas will not be issued by Canada Manpower Centres when Canadians or landed immigrants with the necessary skills are available. Nor will authorization be given where wages are not at least equal to the going rate for that occupation, or when working conditions are considered to be less than satisfactory.

Canada Manpower Centres have the responsibility of searching the entire labour market before issuing visas to ensure that local workers are not available. This search will include, in many cases, contact with other CMCs throughout the province and the Yukon, and frequently across the nation.

The Employment Visa Regulations state that no person other than a Canadian citizen, permanent resident or a person under a Minister's Permit which expressly authorizes him to work,



may enter Canada as a non-immigrant to take employment unless he has in his possession an employment visa.

Should a person be permitted to take employment, he will be issued a departmental form titled "Canada Admission Record and Employment Visa." This form requires the signature of an immigration officer and it will state the person's name, employment details, and the period allowing the individual to work.

However, certain occupations are exempt from the regulations. Diplomats, members of armed forces such as NATO, and clergymen are among those groups who do not require employment visas.

The Minister has also waived certain categories of persons who, if they can satisfy an Immigration Officer, may be issued an employment visa immediately. Some examples are: persons who come to Canada as a result of an agreement with another country to work in a specialized field; students on an exchange program; religious colporteurs; members of a scientific program; persons under contract in the field of entertainment; and persons entering to repair or service specialized equipment purchased outside of Canada.

There are provisions under the Immigration Act to prosecute persons who obtain employment without proper authorization. It is noteworthy that employers who knowingly aid or attempt to aid any person to work illegally in Canada can also be prosecuted under the Immigration Act.

No employer should undertake recruitment outside of Canada without first contacting a Canada Manpower Centre to ascertain whether employment visas may be obtained for the occupations under consideration. Of course, an exception would be where the potential worker intends to enter Canada as a landed immigrant.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	2111 McCallum Road	853-1112
Ashcroft	402 Brink Street	453-2221
Burnaby	4940 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	P.O. Box 367	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-5877
Duncan	101 — 435 Trunk Road	748-8111
Fernie	461 Third Avenue	423-6621
Fort St. John	10071 — 101st Avenue	785-6166
Fort Nelson	P.O. Box 596, Sikinni Building	774-2727
Hope	777 Fraser Street	869-5722
Houston	P.O. Box 730	845-2934
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Mission City	7100 Horne Avenue	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	1221 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	138 West Third Avenue	624-9671
Princeton	Bridge & Kinley Street	295-6951
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	563 Number 3 Road	273-6431
Smithers	P.O. Box 1028, 1090 Main Street	847-3248
Surrey	10072 King George Highway	588-5981
Terrace	4630 Lazelle Avenue	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253

CANADA MANPOWER CENTRES — PACIFIC REGION

Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 - 31st Street	545-2125
Victoria	1415 Vancouver Street	566-3481
Whitehorse	101 Federal Building	667-4238
Williams Lake	99 North Second Avenue	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Sir William Dawson School, 951 Helmcken Street	685-0842
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Vocational Institute, 250 West Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	Federal Building, 1005 — 104th Avenue	782-5877
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	10th Floor, 235 First Avenue	374-2171
Kingsgate	Kingsgate	424-5424
Nanaimo	294 Bastion Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	138 Third Avenue West	624-9671
Sidney	c/o P.O. Box 368, Victoria	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3627
Whitehorse	101 Federal Building	667-4238

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
-----------	---	----------

ECONOMIC ANALYSIS AND FORECASTS BRANCH

Vancouver	Regional Economist 1055 West Georgia Street	666-1135
Vancouver	Assistant Regional Economist 1055 West Georgia Street	666-1131
District Economists:		
Kamloops	North Central Area Suite 203 - 611 Lansdowne Street	372-2584
Kamloops	Okanagan-Kootenays Area Suite 203 - 611 Lansdowne Street	372-2584
Vancouver	Vancouver Island Area 1055 West Georgia Street	666-1134
Vancouver	Metro Vancouver Area 1055 West Georgia Street	666-1133

MANPOWER MOBILITY

EXPLORATORY GRANT

An exploratory grant helps pay your travel and living expenses while you are looking for work outside your home area.

MOBILITY ASSISTANCE IS NOT AUTOMATIC,

but if you cannot get a suitable job in your area, talk to a counsellor at your nearest Canada Manpower Centre. He or she will discuss with you the conditions of eligibility for assistance under the Canada Manpower Mobility Program.

RELOCATION GRANT

When you have obtained full-time employment in the nearest area where work is available, whether through Canada Manpower or on your own, you can apply for relocation assistance. Your application for a relocation grant to help pay the expenses of moving your family and household effects must be made before you move to the new area.

If you are an adult Canadian worker in Canada who is

- unemployed, or
- not using your skills or training in a full-time job, or
- about to lose your job

with no prospect of finding suitable work in your locality, the Canada Manpower Mobility Program may be able to assist you.

It is a source of assistance to help pay the expenses of

- resettling in a community in Canada where you have arranged suitable work ;
- travelling to other areas to explore employment possibilities ;
- travelling to occupational training outside your home area.

TRAINEE TRAVEL GRANTS AND COMMUTING ALLOWANCES

If you are taking a Canada Manpower Training course in another community where you will take up temporary residence, you may receive a grant to cover your travelling expenses at the beginning and end of the course. If you cannot move to the community where the training is given, you may receive a commuting allowance for daily travel between your home and the training centre.



**Canada
Manpower
Centre**

Manpower and
Immigration

**Centre de
Main-d'œuvre
du Canada**

Main-d'œuvre et
Immigration

THERE ARE 350 OFFICES ACROSS CANADA TO PROVIDE A PUBLIC EMPLOYMENT SERVICE DESIGNED TO:

- Recruit qualified workers
- Supply industry with a more productive work force
- Help workers develop new skills to meet the demands of industry
- Assist workers in relocating in areas where openings are available
- Provide both employers and employees with up-to-date labour market information

WHY NOT GET IN TOUCH WITH YOUR NEAREST CANADA MANPOWER CENTRE? TRAINED MANPOWER COUNSELLORS CAN HELP YOU OR YOUR COMPANY SOLVE YOUR EMPLOYMENT PROBLEMS.

**Hon. Robert Andras
Minister**



**Manpower
and Immigration**

**Main-d'œuvre
et Immigration**

